

Labour Market Report Third Quarter 2022



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

COPYRIGHT NOTICE

LABOUR MARKET REPORT THIRD QUARTER 2022

ISSN 0219-2527

© Manpower Research and Statistics Department
Ministry of Manpower
Republic of Singapore

All rights reserved. Further reproduction of this material is prohibited without the written permission of the copyright holder. Application to reproduce any part of this publication should be addressed to:

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore

Email: mom_rsd@mom.gov.sg

Please cite the source as "MRSD, MOM" when you extract and use the information/data from the publication.

MISSION

To provide timely and reliable national statistical information on the labour market to facilitate informed decision-making within the government and community-at-large

Statistical activities conducted by the Manpower Research and Statistics Department (MRSD) are governed by the provisions of the Statistics Act (Chapter 317). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department.

Statistics compiled and disseminated by the MRSD adhere to international standards on official statistics set by the International Labour Organisation and International Monetary Fund.

For insights on the labour market, visit us at stats.mom.gov.sg

CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Labour Market Report Third Quarter 2022

Executive Summary	1
Employment	2
Unemployment	3
Retrenchment	9
Short Work-Week Or Temporary Layoff	11
Re-entry into Employment	12
Job Vacancy	14
Labour Turnover	16
Hours Worked	17

A1

Statistical Updates

Unemployment	A1
Employment	A5
Retrenchment	A6
Re-entry into Employment	A12
Job Vacancy	A13
Labour Turnover	A16
Hours Worked	A19

A21

Explanatory Notes

Notations

-	: nil or negligible
Q	: Quarter
M	: March
J	: June
S	: September
D	: December

Abbreviations

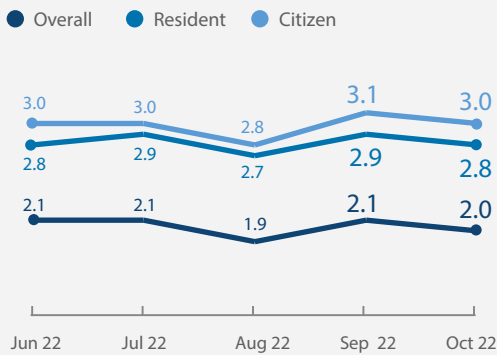
excl	: Excluding
MDW	: Migrant domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

Labour Market Report Third Quarter 2022

Unemployment

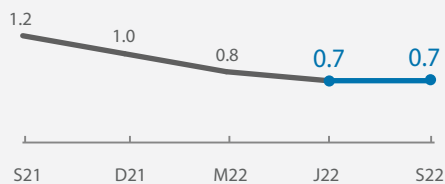
Unemployment rates held steady at pre-pandemic levels

Unemployment rate (%), seasonally adjusted



Resident long-term unemployment rate recovered to pre-pandemic average

Resident long-term unemployment rate (%), seasonally adjusted



Short Work-Week Or Temporary Layoff

Number of employees placed on short work-week or temporary layoff remain low



600
2Q 2022

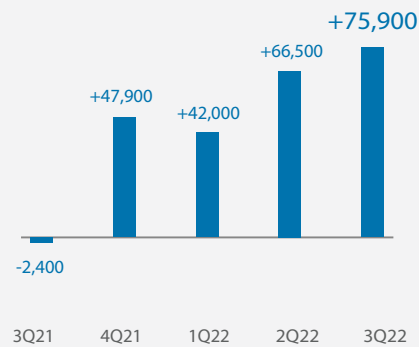
↓

430
3Q 2022

Employment

Total employment growth continued to increase

Employment change (Quarterly)



Employment level (excl. MDW)

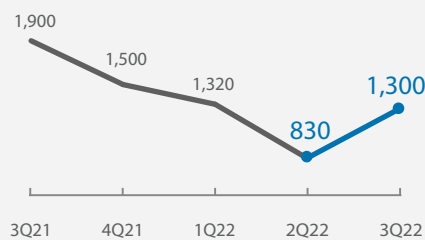


3,581,600
September 2022

Retrenchment

Number of retrenchments remained sustainably low

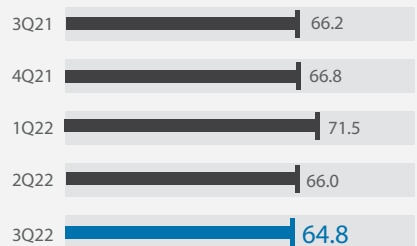
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment fell but maintained above pre-COVID average

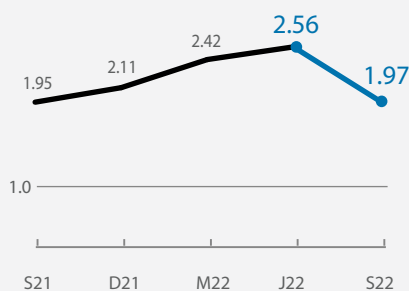
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

The ratio of job vacancies to unemployed persons eased from its peak in June 2022

Ratio of job vacancies to unemployed persons, seasonally adjusted



Recruitment and Resignation Rates

Recruitment and resignation rates held steady

Average monthly recruitment and resignation rates (%), seasonally adjusted



Executive Summary

-The labour market maintained its growth momentum in 3Q 2022. Total employment continued to expand robustly (75,900), higher than the increase in the previous quarter (66,500) with increases for both non-residents (71,100) and residents (4,800). With the latest increases, resident employment was 4.4% above its pre-pandemic level, while non-resident employment was still 3.9% below its pre-pandemic level.

-The increase in resident employment was led by *Financial Services*, *Professional Services*, and *Information & Communications*. The majority of the non-resident increases was in *Manufacturing* and *Construction*, sectors which were more reliant on non-resident workers. *Food & Beverage Services* and *Arts, Entertainment & Recreation* also saw a pick-up in non-resident employment.

-Unemployment rates (overall: 2.0%, resident: 2.8%, citizen: 3.0%) and resident long-term unemployment rate (0.7%) remained at pre-pandemic levels.

-Labour market tightness has eased. The number of job vacancies declined noticeably in September 2022 (105,200), although it remained significantly higher than pre-pandemic levels (2019: 52,900). As a result, the ratio of job vacancies to unemployed persons also declined (1.97).

-There are signs that the momentum of improvements in the labour market could slow in the quarters ahead. The number of retrenchments (1,300) in 3Q 2022 remained below pre-pandemic levels. However, it has trended higher with on-going restructuring in the *Information & Communications* sector.

-While we expect overall employment growth in the next quarter to remain robust, growth could be uneven across sectors. Tourism-related sectors should see higher employment growth as they step up hiring for the festive season, but outward-facing sectors may experience subdued growth due to the challenging economic climate.

Employment

Total employment¹ growth was higher in 3Q 2022 (75,900) than in 2Q 2022 (66,500). Similar to past quarters, the increase in employment was higher for non-residents (71,100) than residents (4,800). While total and resident employment levels were 1.7% and 4.4% respectively above their pre-pandemic levels², non-resident employment remained 3.9% below its pre-pandemic level.

The increase in resident employment was led by *Financial Services*, *Professional Services*, and *Information & Communications*. *Accommodation* also registered a seasonal increase in resident workers due to the F1 Singapore Grand Prix event, which drove up average occupancy rate in September. The majority of the non-resident increases was in *Manufacturing* and *Construction*, sectors which were more reliant on non-resident workers. *Food & Beverage Services* and *Arts, Entertainment & Recreation* also saw a pick-up in non-resident employment.

We expect employment growth in the fourth quarter to remain robust, but uneven across sectors. While *Accommodation* and *Food & Beverage Services* will step up seasonal hiring for the festive season, outward-facing sectors such as *Manufacturing* may experience a more subdued growth due to a more challenging economic climate.

Chart 1: Quarterly Total Employment Change (Excl MDW)



Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (3) 'Excl MDW' refers to excluding migrant domestic workers.

¹ Total employment in this section excludes migrant domestic workers.

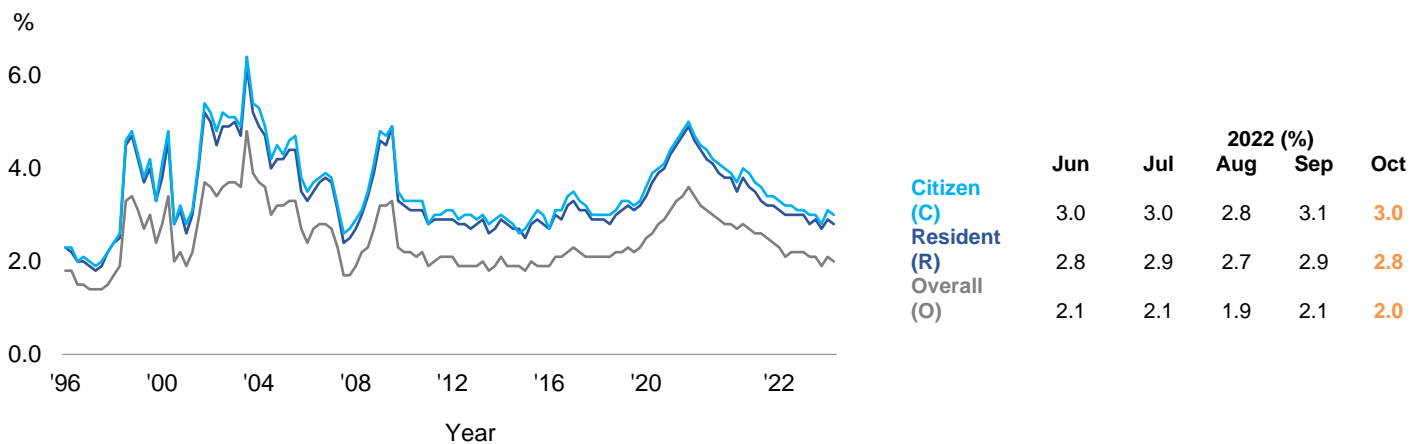
² In December 2019.

Unemployment

The seasonally adjusted unemployment rates (overall: 2.0%; resident: 2.8%; citizen: 3.0%) remained at around pre-COVID levels.^{3,4} They have dipped in October 2022, after inching up in September.^{5,6}

Similar to the overall, the resident unemployment rates for most age and education groups remained at pre-COVID averages – even though upticks were observed between June and September 2022. Residents aged 40 to 49 saw the largest increase in unemployment rate, after two consecutive quarters of notable declines. For the moment, the increase appears frictional in nature, as their long-term unemployment rate did not increase.

Chart 2: Unemployment Rate (Seasonally Adjusted)



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

³ In the pre-COVID quarters of 2018 / 2019, the average unemployment rates were 2.2% at the overall, 3.0% for residents, and 3.2% for citizens.

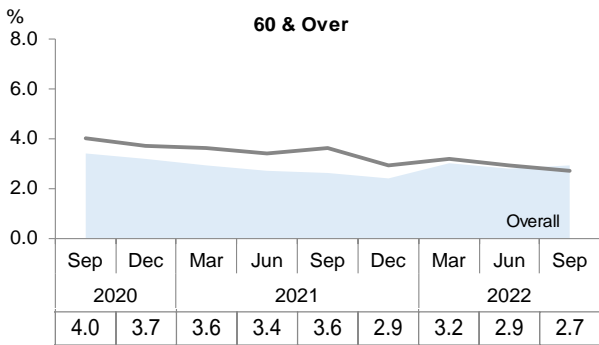
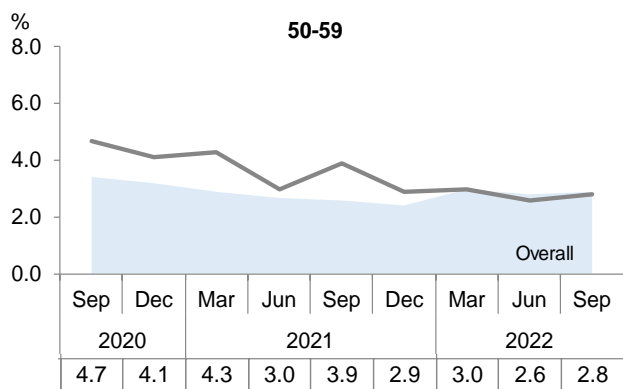
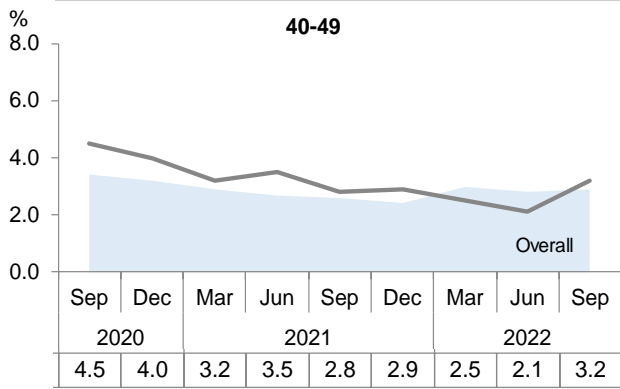
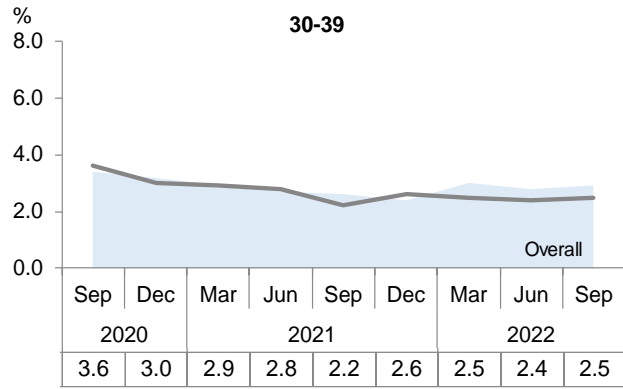
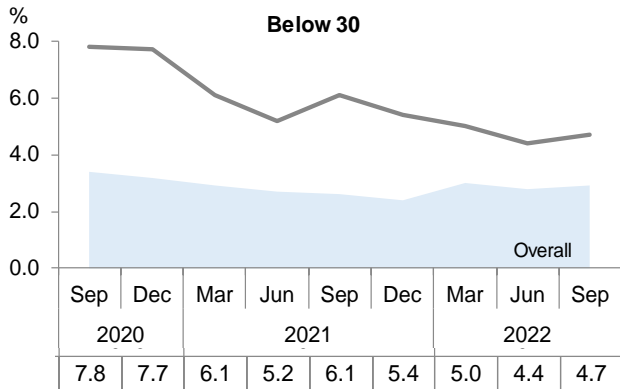
⁴ Based on seasonally adjusted data, there were 67,700 unemployed residents in October 2022, of which 60,800 were citizens.

⁵ Other than unemployment rate, time-related under-employment is another measure of labour under-utilisation. The time-related underemployment rate among residents in 3Q 2022 remained the same as 2Q 2022 at 2.7%, but lower than the same period a year ago.

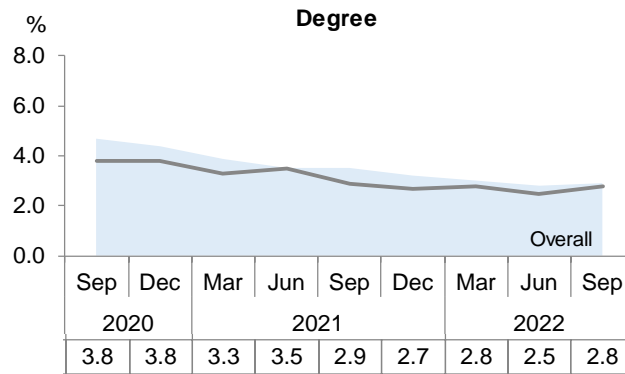
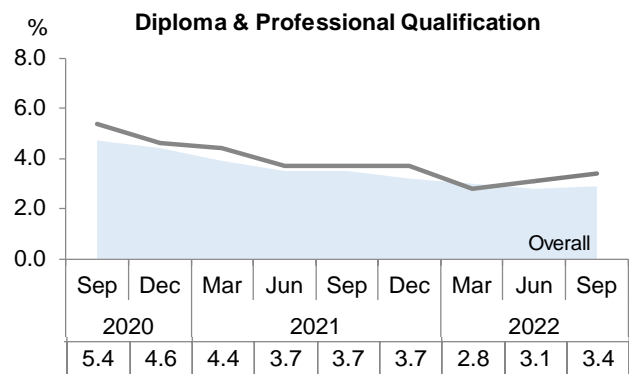
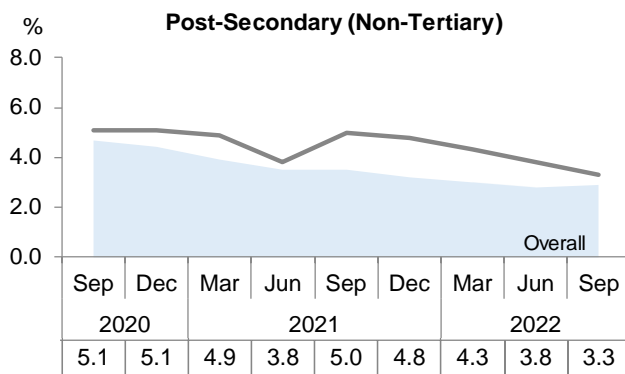
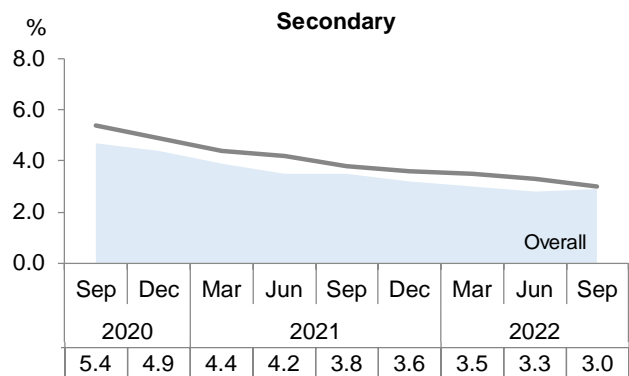
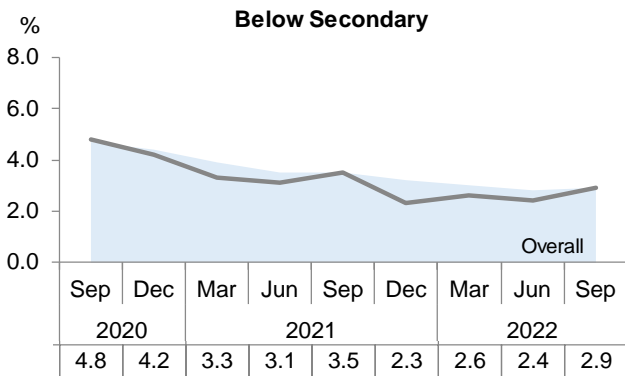
⁶ To ensure timely monitoring of the state of the labour market, top-line unemployment rates are published on a monthly basis. However, the profile of the unemployed persons will continue to be monitored on a quarterly basis. This is to smooth out any short-term month on month fluctuations to enable a more meaningful analysis of the groups who need help.

Chart 3: Resident Unemployment Rate by Age and Education
(Seasonally Adjusted)

By Age



By Education

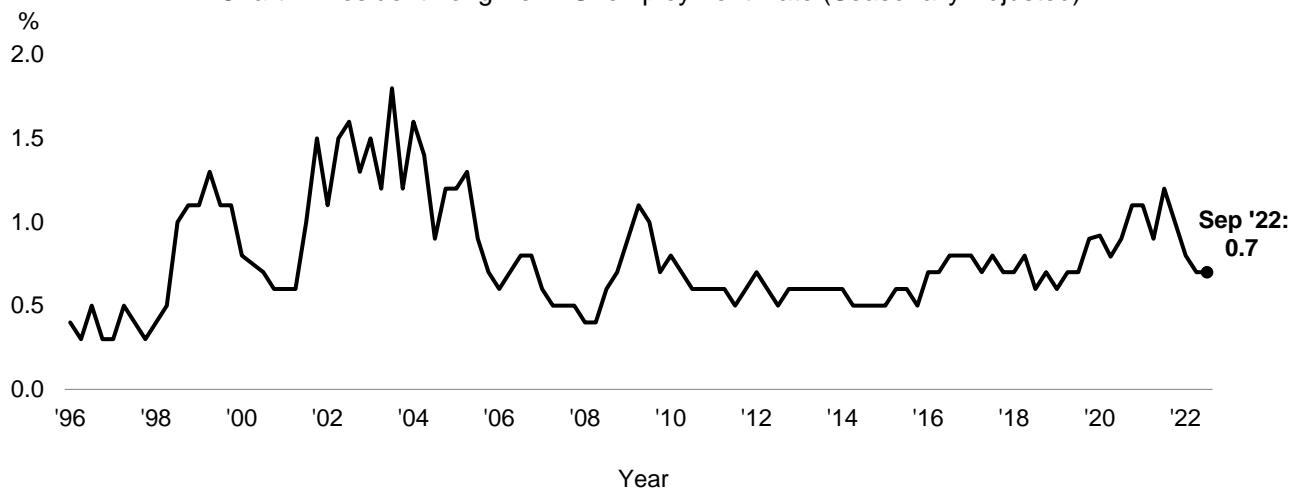


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Following a sustained downtrend from its peak in September 2021, the resident long-term unemployment rate⁷ (LTUR) has returned to its pre-COVID quarterly average of 0.7% in 2018/19⁸ since June 2022.

While the resident LTUR held steady at the overall, there were variations across age and education groups. Among those older who formed the majority of long-term unemployed residents, the LTUR has declined over the quarter for those aged 50 to 59 (from 1.0% to 0.9%) but increased for those aged 60 and over (from 0.9% to 1.1%, well above pre-pandemic norms⁹). As older jobseekers may need more assistance to find employment, the SGUnited Mid-Career Pathways Programme and the Jobs Growth Incentive, which has been extended to March 2023, will provide more opportunities and support for them to gain skills and employment.

Chart 4: Resident Long-Term Unemployment Rate (Seasonally Adjusted)



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

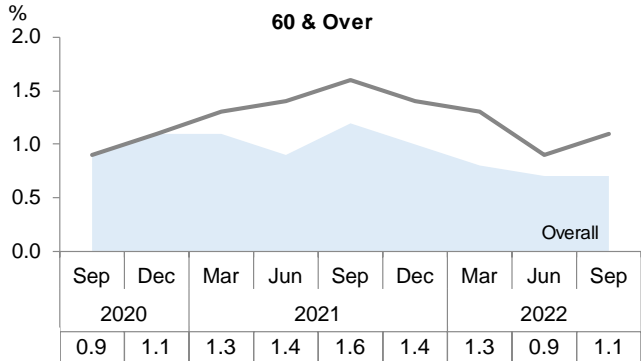
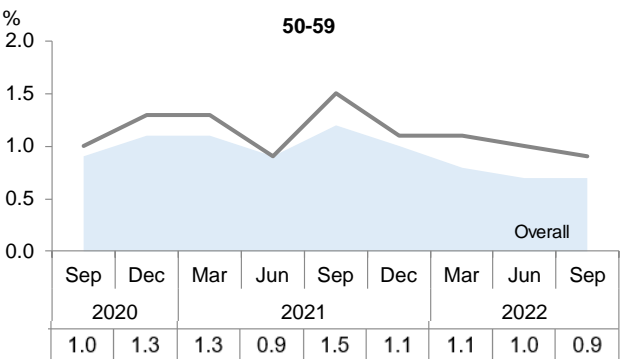
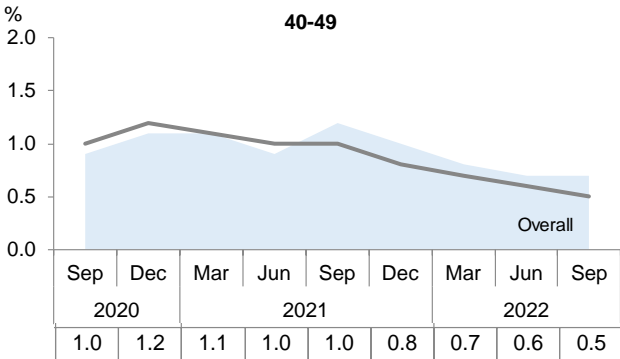
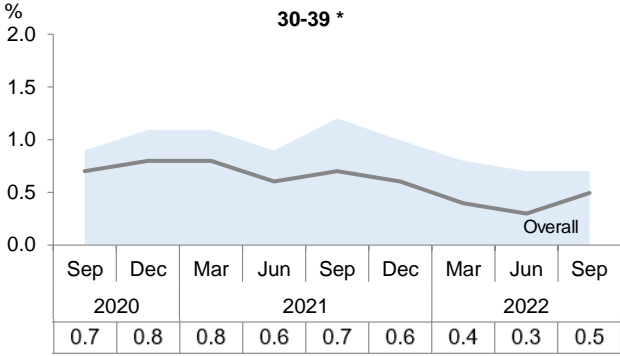
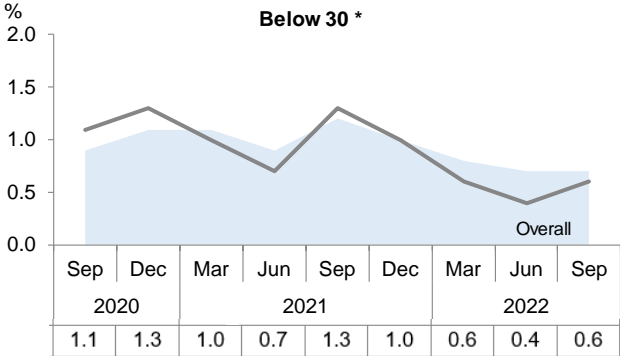
⁷ The long-term unemployment rate measures persons who are unemployed for at least 25 weeks, as a percentage of the labour force. More time is needed to carry out additional verification on the duration of unemployment to ensure a proper classification of this group of unemployed persons. Hence, the information is only released on a quarterly basis.

⁸ Based on seasonally adjusted data, there were 15,900 long-term unemployed residents in September 2022, up from 13,900 in June 2022.

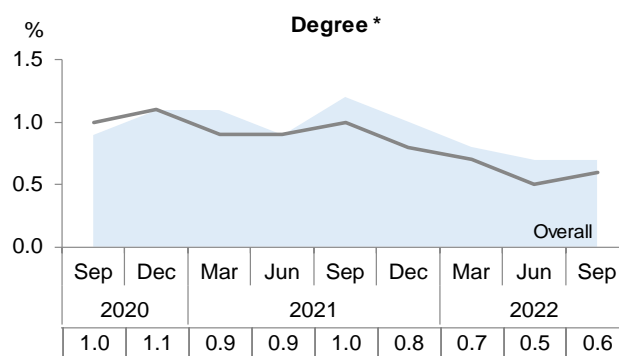
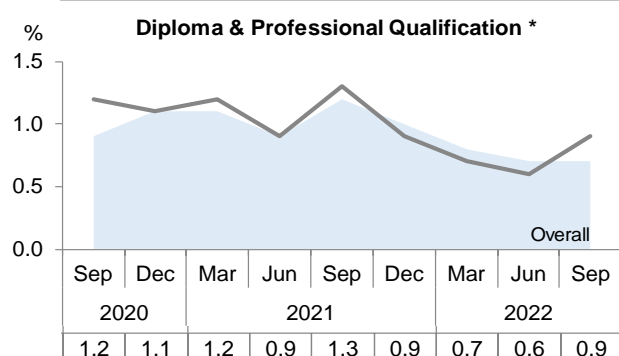
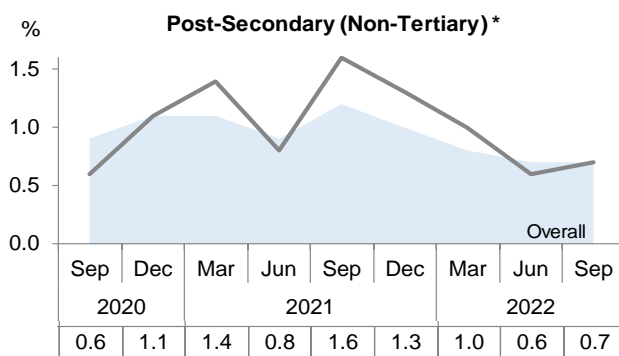
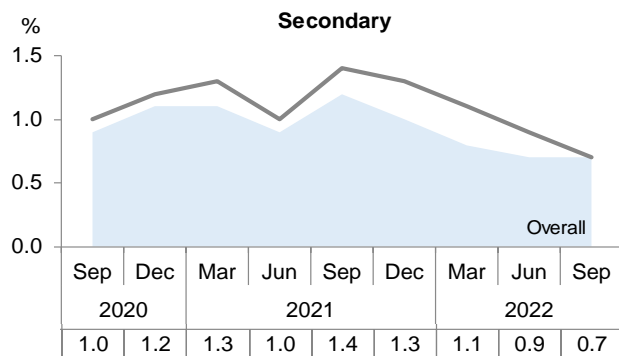
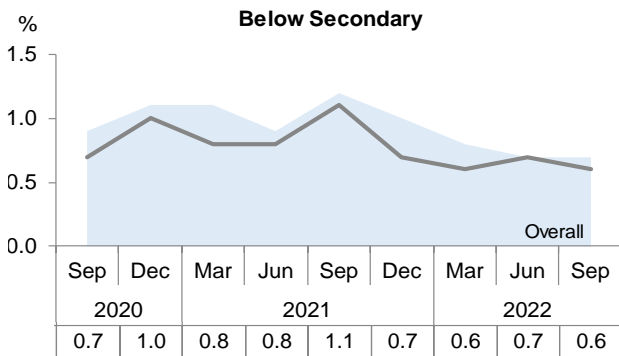
⁹ In the pre-COVID quarters of 2018 / 2019, their resident long-term unemployment rate was 0.8%.

Chart 5: Resident Long-Term Unemployment Rate By Age And Education (Seasonally Adjusted)

By Age



By Education



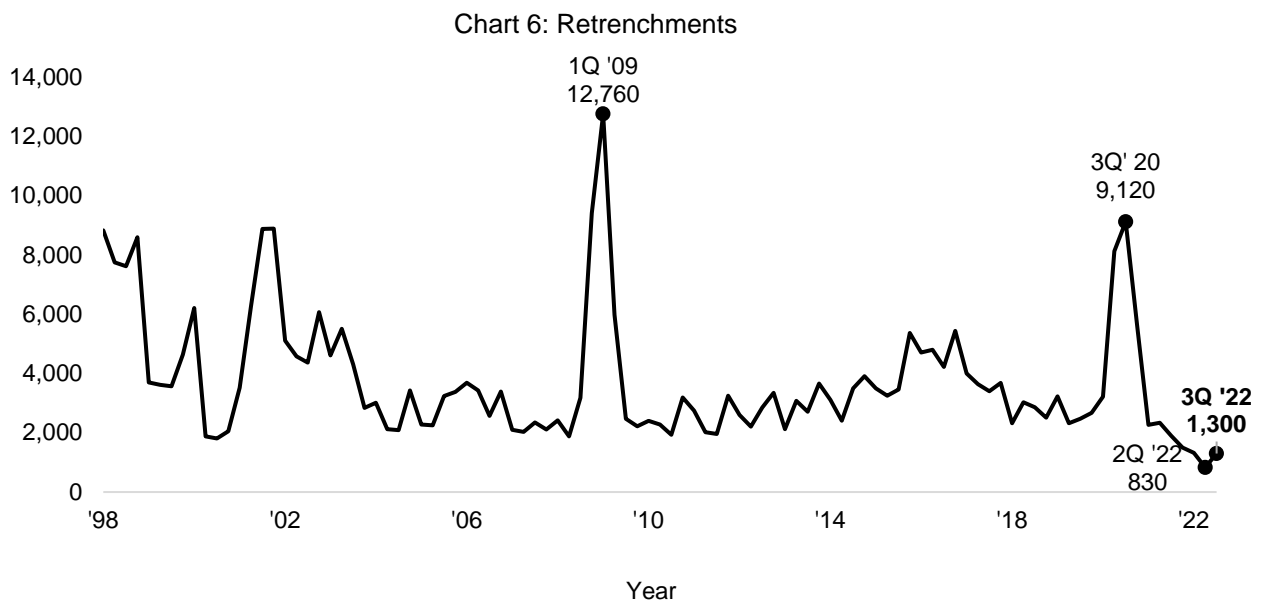
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Retrenchment

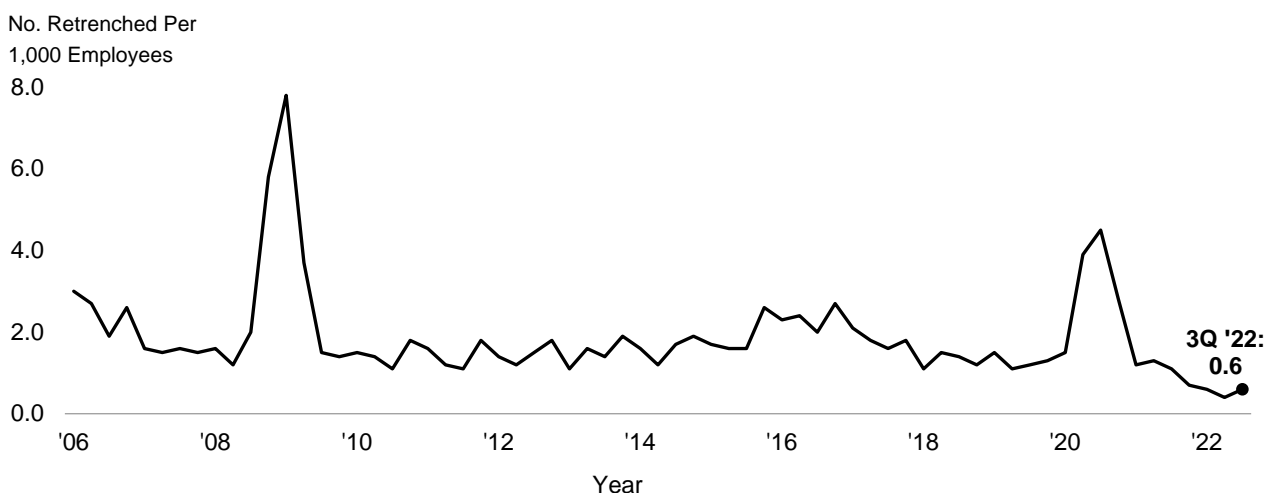
Retrenchments increased to 1,300 (or 0.6 retrenched per 1,000 employees) in 3Q 2022 from a record low of 830 in 2Q 2022 (or 0.4 retrenched per 1,000 employees). The increase reflects an uptick in retrenchments from *Information & Communications* (2Q: 110; 3Q: 520). On the other hand, retrenchments in other sectors including *Accommodation* and *Construction* stayed low as they maintained strong hiring this quarter.



Notes:

- (1) Data on the number of retrenchments are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Chart 7: Incidence of Retrenchment

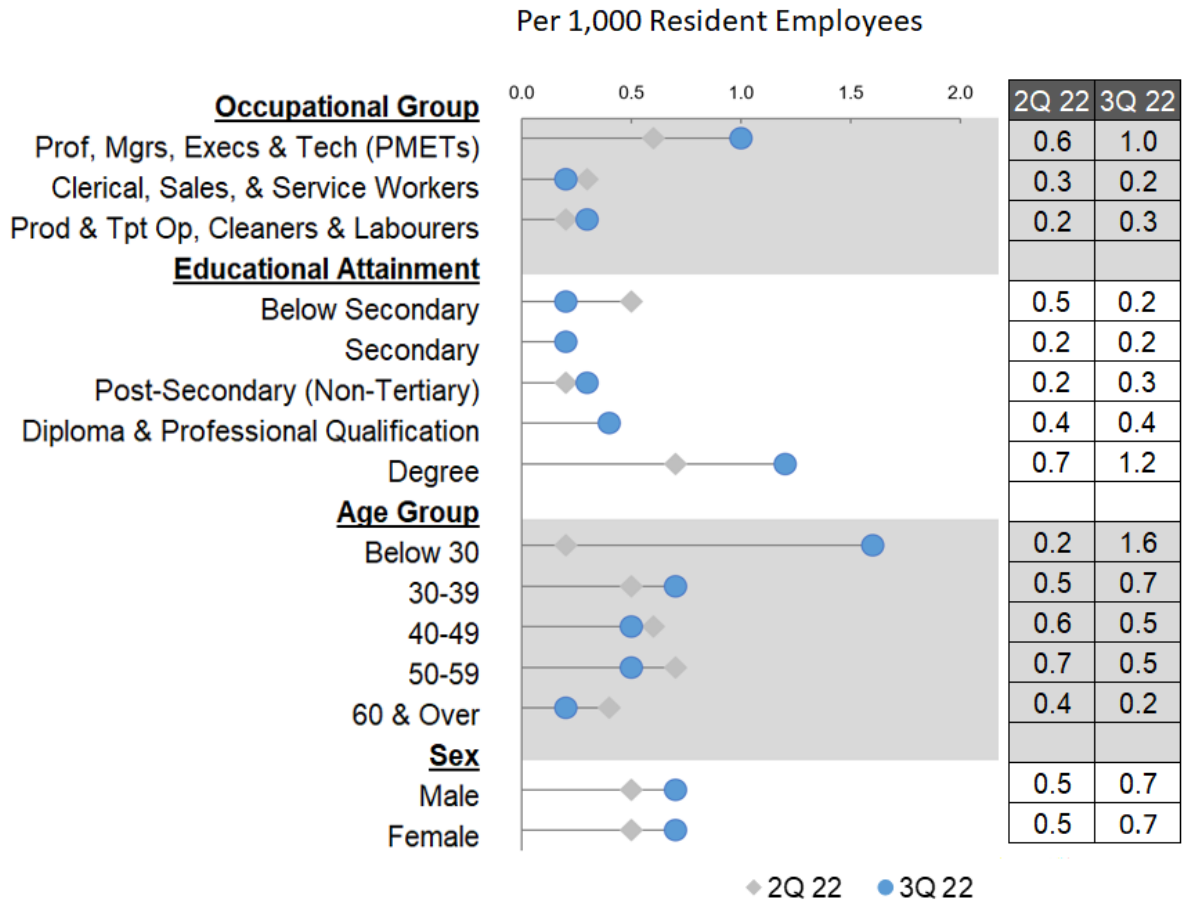


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

As the rise in retrenchments was driven by the *Information & Communications* sector, residents who saw an uptick in the incidence of retrenchment in 3Q 2022 matched the typical profile of resident employees in the sector – they are the PMETs, degree holders, and younger aged below 40.

Chart 8: Incidence of Retrenchment Among Residents by Occupation, Educational Attainment, Age and Sex



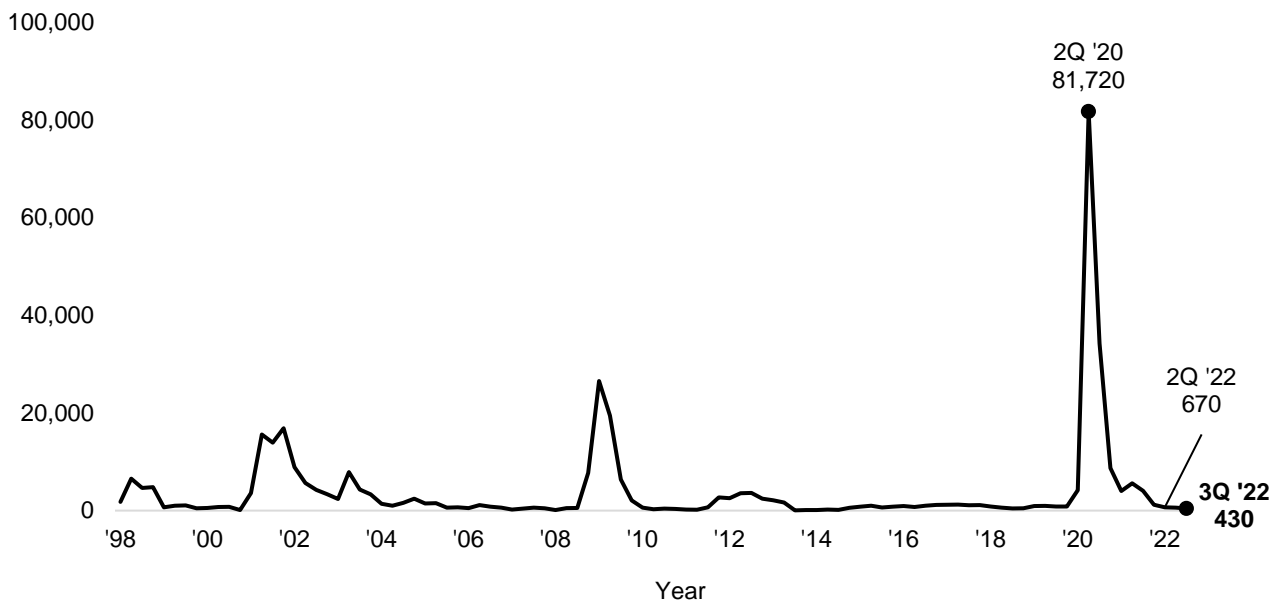
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Note: Data pertain to residents from private sector establishments (each with at least 25 employees) and the public sector.

Short Work-Week Or Temporary Layoff

The number of employees placed on short work-week or temporary layoff dropped for the fifth consecutive quarter to 430 in 3Q 2022. This was from a high of 81,720 in 2Q 2022. Similar to past quarters, most of the affected employees were on short work-week arrangements (370).

Chart 9: Number of Employees on Short Work-week or Temporary Layoff



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

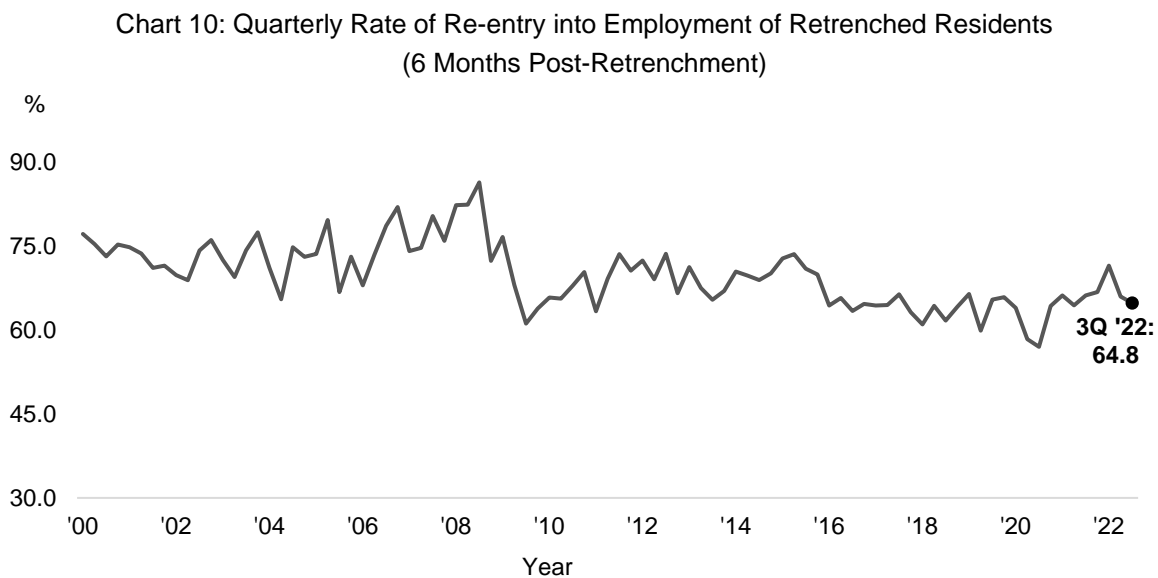
Notes:

- (1) Data are rounded to the nearest 10.
- (2) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Re-entry Into Employment

Among retrenched residents, the percentage who re-entered employment within 6 months fell for the 2nd consecutive quarter to 65% in 3Q 2022, from a high in 1Q 2022 (72%). This rate was slightly lower than that for the same period a year ago (66%) but remained above pre-pandemic levels.¹⁰

The decline over the quarter was broad-based across occupation, led by non-PMETs, who saw their re-entry rates dip below pre-pandemic levels¹¹. By age, re-entry trends were also mixed - in particular, the rate for residents aged 50 and over, despite recovering to 56.4% from 2Q 2022 (49.8%), remained low compared to the overall.



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

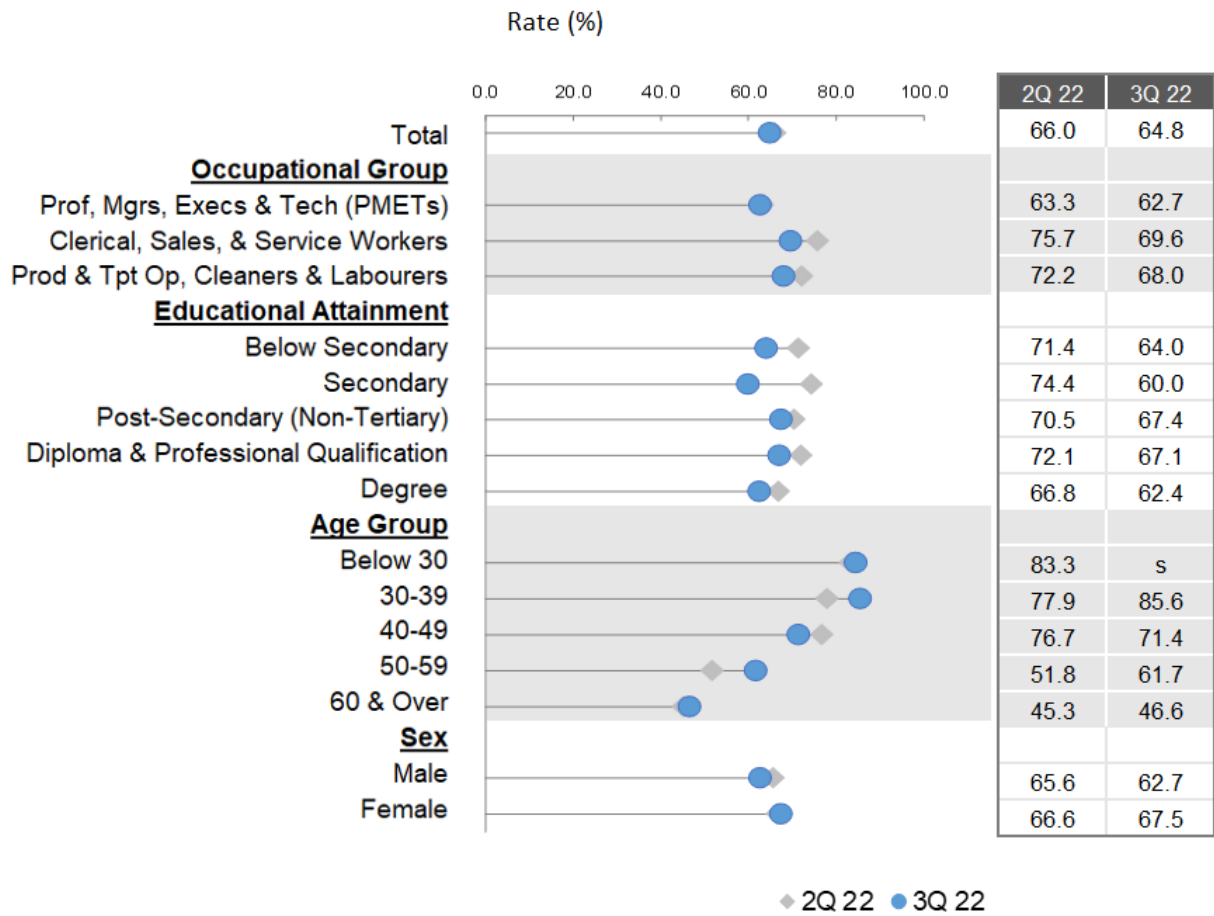
Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for 3Q 2022 refers to residents retrenched in 1Q 2022.
- (2) Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.
- (3) Before 2007, data pertain to residents retrenched from private establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector comprising government ministries, organs of state and statutory boards.
- (4) Before 2010, data pertain to employees who were retrenched from permanent positions. From 2010 onwards, data also include fixed-term contract employees who were retrenched.

¹⁰ The quarterly average in 2018 and 2019 was 63.6%.

¹¹ In 3Q 2022, the rate is 68.5%. The quarterly average in 2018 and 2019 was 71.3%.

Chart 11: Quarterly Rate of Re-entry into Employment of Retrenched Residents (6 Months Post-Retrenchment)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

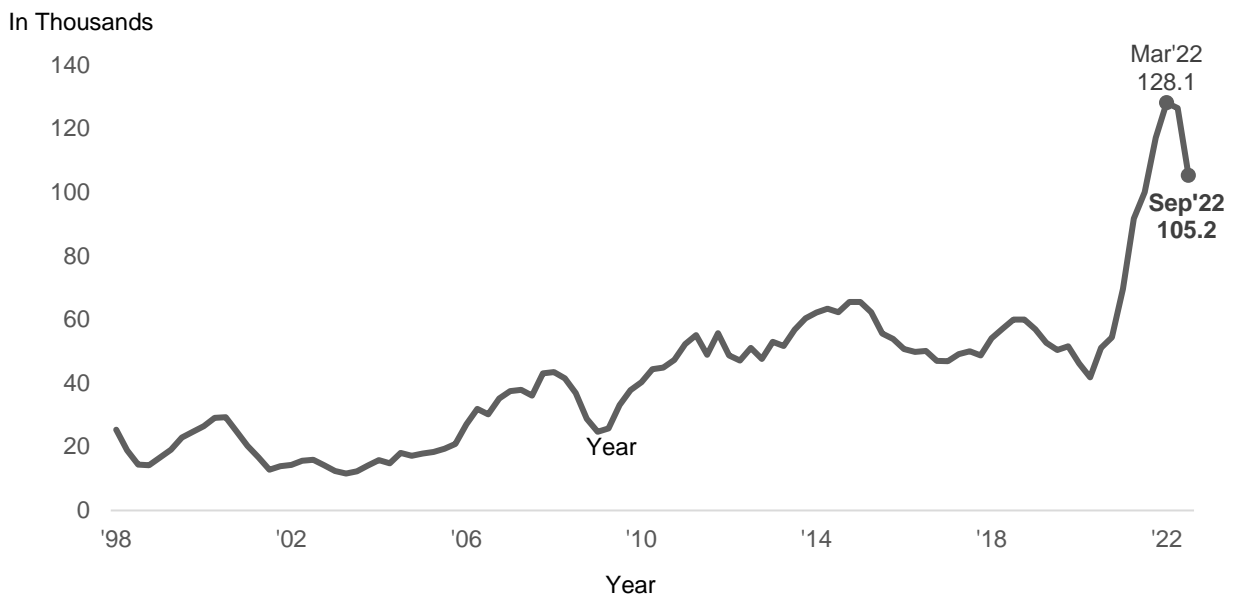
- (1) Data refer to re-entry rates in 2Q/3Q 2022 for residents retrenched in 4Q 2021 and 1Q 2022 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.
- (2) 's' - Data suppressed due to small number of observations.

Job Vacancy

After reaching an all-time high in March 2022, the number of job vacancies declined for the second consecutive quarter in September 2022 (105,200, seasonally adjusted). The decline was also more notable than the previous quarter's decline, and broad-based across sectors. Consequently, the ratio of job vacancies to unemployed persons also eased to 1.97 in September 2022.¹²

The bulk of the job vacancies in September 2022 continued to come from *Manufacturing* and *Construction* (19%), as well as from the growth sectors (32%) of *Information & Communications*, *Financial & Insurance Services*, *Professional Services* and *Health & Social Services*. The ongoing recovery in domestic and tourism activities also contributed to strong manpower demand from consumer-facing and tourism-related sectors (17%), including *Food & Beverage Services* and *Wholesale & Retail Trade*.

Chart 12: Job Vacancy (Seasonally Adjusted)

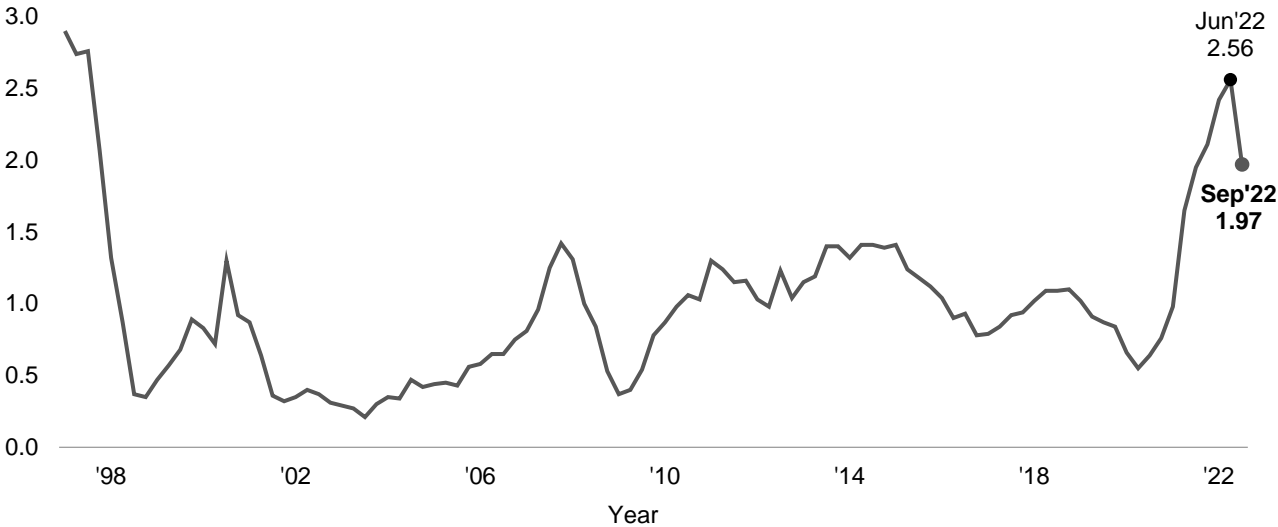


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

¹² The ratio is based on estimated level of job vacancies for the whole economy, which included an estimated increase in the vacancies from private firms with less than 25 employees from June to September 2022.

Chart 13: Ratio of Job Vacancies to Unemployed Persons (Seasonally Adjusted)



Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25 to 49 employees.

Labour Turnover

Recruitment rate (2.6%) and resignation rate (1.7%) held steady over the quarter in 3Q 2022.

Across most sectors, their recruitment rate was above resignation rate in 3Q 2022, but more so in *Construction, Accommodation, Retail Trade* and *Arts, Entertainment & Recreation*. This reflected the high recruitment rates for clerical, sales & service workers and production & related workers¹³, as the recovery of tourism activities and the lifting of border restrictions led to a rapid hiring pace to meet rising demand.

Chart 14: Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

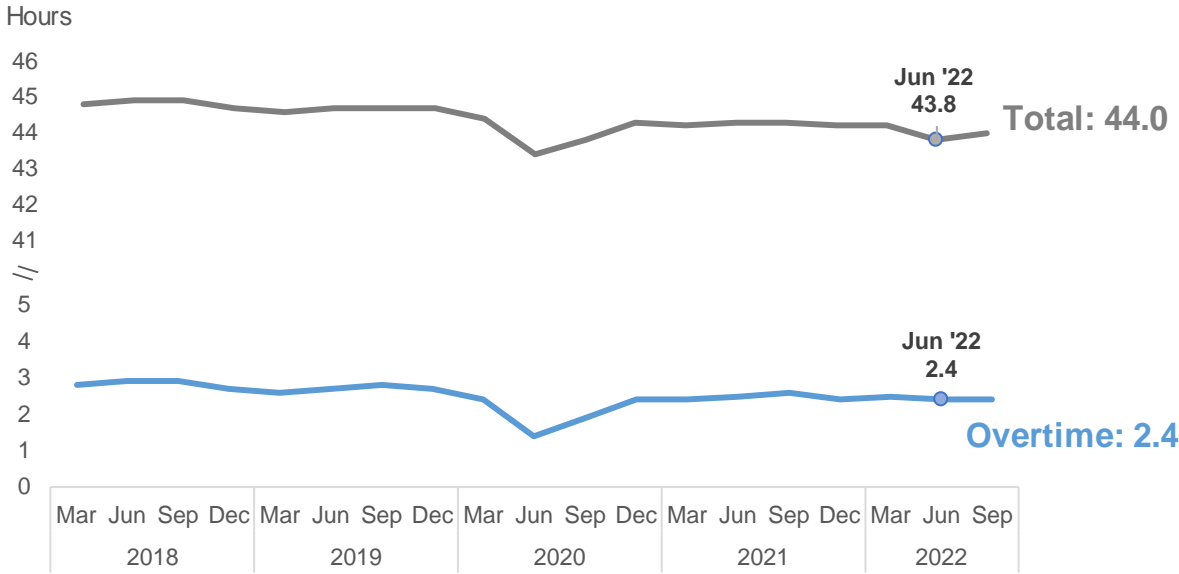
- (1) Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.

¹³ The recruitment rate in 3Q 2022 for clerical, sales & service workers remained at a high of 3.7%, similar to 2Q 2022. For production & related workers, the recruitment rate in 3Q 2022 was 3.3%.

Hours Worked

The average weekly total paid hours worked per employee edged up over the quarter in September 2022 (44.0 hours) while paid overtime hours worked per employee¹⁴ (2.4 hours) was the same as June 2022. Both remained lower than pre-COVID average¹⁵.

Chart 15: Average Weekly Paid Hours Worked Per Employee



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

¹⁴ Average weekly paid hours worked/paid overtime hours per employee are based on the last month of each quarter.

¹⁵ Pre-COVID average for average weekly total paid hours worked per employee between 2018 and 2019 was 44.8 hours, while overtime hours worked per employee was 2.8 hours.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2019	2020	2021	Per Cent	
				Sep	
				2021	2022
TOTAL	3.1	4.1	3.5	3.2	2.8
SEX					
Male	3.0	3.9	3.3	3.1	2.7
Female	3.4	4.4	3.8	3.3	2.9
AGE GROUP (YEARS)					
Below 30	5.9	7.5	5.7	5.6	4.2
30 - 39	2.2	3.0	2.6	2.1	2.4
40 & Over	2.7	3.7	3.3	3.0	2.6
40 - 49	2.5	3.4	3.2	2.3	2.7
50 & Over	2.9	3.9	3.4	3.5	2.6
50 - 59	3.1	3.9	3.5	3.4	2.5
60 & Over	2.7	3.7	3.4	3.6	2.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.9	4.1	3.1	3.1	2.7
Secondary	3.5	4.6	4.1	3.3	2.6
Post-Secondary (Non-Tertiary)	3.6	4.9	4.5	4.8	3.0
Diploma & Professional Qualification	3.3	4.7	3.9	3.6	3.2
Degree	2.9	3.5	3.2	2.8	2.7

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2019	2020	2021	Sep	
				2021	2022
TOTAL	72.9	96.4	84.3	77.5	67.4
SEX					
Male	37.0	48.9	42.2	39.9	34.2
Female	35.8	47.5	42.1	37.6	33.2
AGE GROUP (YEARS)					
Below 30	23.1	27.9	22.1	22.2	14.2
30 - 39	11.5	16.4	15.6	12.8	13.8
40 & Over	38.2	52.0	46.6	42.5	39.4
40 - 49	14.1	19.7	17.6	12.8	16.3
50 & Over	24.1	32.4	29.0	29.7	23.1
50 - 59	14.5	18.3	15.5	15.5	12.5
60 & Over	9.6	14.1	13.4	14.2	10.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	14.3	10.1	9.8	9.0
Secondary	13.3	17.1	14.9	12.5	9.8
Post-Secondary (Non-Tertiary)	8.0	11.3	9.8	9.9	5.8
Diploma & Professional Qualification	15.2	21.5	18.6	17.5	15.7
Degree	25.4	32.2	30.9	27.7	27.1

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2019	2020	2021	Per Cent	
				Sep	
				2021	2022
TOTAL	0.7	1.0	1.0	1.1	0.7
SEX					
Male	0.8	1.0	1.0	1.1	0.7
Female	0.6	0.9	1.0	1.2	0.6
AGE GROUP (YEARS)					
Below 30	0.9	1.1	1.0	1.3	0.6
30 - 39	0.4	0.6	0.7	0.7	0.5
40 & Over	0.9	1.0	1.2	1.3	0.8
40 - 49	0.7	1.0	1.0	0.9	0.5
50 & Over	1.0	1.0	1.3	1.5	0.9
50 - 59	1.1	1.1	1.2	1.3	0.8
60 & Over	0.9	1.0	1.4	1.6	1.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.8	0.9	1.0	0.6
Secondary	0.8	1.0	1.2	1.2	0.7
Post-Secondary (Non-Tertiary)	0.8	0.9	1.3	1.6	0.7
Diploma & Professional Qualification	0.7	1.0	1.1	1.3	0.9
Degree	0.7	1.0	0.9	1.0	0.6

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

1.4 LONG-TERM UNEMPLOYMENT

LONG-TERM UNEMPLOYED RESIDENTS BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2019	2020	2021	Sep	
				2021	2022
TOTAL	17.0	22.3	24.2	27.1	15.9
SEX					
Male	10.3	12.6	12.9	13.7	8.7
Female	6.7	9.6	11.2	13.4	7.3
AGE GROUP (YEARS)					
Below 30	3.2	4.1	3.9	5.1	2.0
30 - 39	2.1	3.6	3.9	4.3	2.7
40 & Over	11.7	14.6	16.4	17.7	11.3
40 - 49	3.8	5.8	5.5	5.3	3.0
50 & Over	7.9	8.8	10.9	12.4	8.3
50 - 59	4.9	5.2	5.2	6.0	4.0
60 & Over	3.0	3.7	5.6	6.4	4.3
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.8	2.9	3.3	1.9
Secondary	3.2	3.7	4.5	4.5	2.5
Post-Secondary (Non-Tertiary)	1.8	2.0	2.7	3.3	1.3
Diploma & Professional Qualification	3.2	4.8	5.2	6.2	4.4
Degree	6.3	9.0	8.9	9.8	5.7

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2020)	Total Employment Change								Total Employment Level in Sep 2022
	2019	2020	2021	2021		2022			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	69.5	-181.0	40.2	-8.4	54.6	47.4	71.1	83.4	3 845.4
C10-32 MANUFACTURING	-2.1	-37.0	-1.7	-0.7	7.2	7.3	12.4	11.9	481.9
C10-12 Food, Beverages & Tobacco	1.5	-2.7	1.2	-	0.9	0.4	2.3	1.7	55.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	-2.3	-1.0	-0.5	0.1	-0.1	0.4	-	26.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	-4.5	3.7	-0.7	3.3	4.3	2.8	3.6	73.4
C25,28 Fabricated Metal Products, Machinery & Equipment	-1.7	-7.1	0.4	0.2	0.4	0.8	1.4	1.4	93.8
C26 Electronic, Computer & Optical Products	-3.7	-4.7	-2.8	-0.6	1.2	0.1	2.8	2.3	86.2
C29-30 Transport Equipment	3.1	-11.5	-3.2	1.1	1.1	1.2	1.6	1.8	84.9
Other Manufacturing Industries	-1.0	-4.3	-	-0.2	0.3	0.5	1.2	1.1	61.8
F41-43 CONSTRUCTION	12.4	-51.8	4.5	-6.6	15.5	21.9	25.2	30.2	484.9
G-U SERVICES	59.4	-92.1	37.3	-1.0	31.6	18.0	33.3	41.3	2 854.4
G46-47 WHOLESALE AND RETAIL TRADE	-4.1	-22.7	-5.4	-2.8	3.4	-1.8	3.6	3.8	458.9
G46 Wholesale Trade	-2.4	-13.1	-4.5	-1.5	0.2	-0.3	2.1	2.3	302.4
G47 Retail Trade	-1.7	-9.6	-0.9	-1.2	3.2	-1.4	1.5	1.5	156.5
H49-53 TRANSPORTATION AND STORAGE	2.7	-8.8	2.3	0.8	1.7	0.8	4.6	2.7	263.9
H49,5221 Land Transport & Supporting Services	1.1	0.6	-1.7	0.1	-1.4	-1.3	-0.8	-0.7	105.0
H50,5222, 5225 Water Transport & Supporting Services	-0.5	-1.4	0.6	-0.2	0.5	0.2	0.5	0.3	44.4
H51,5223 Air Transport & Supporting Services	1.1	-9.4	-1.5	-0.3	0.6	0.6	2.5	1.7	29.8
Other Transportation & Storage Services	1.1	1.4	4.9	1.2	2.1	1.3	2.4	1.5	84.8
I55-56 ACCOMMODATION AND FOOD SERVICES	6.7	-24.9	-1.0	-2.3	6.2	-0.6	6.4	6.9	259.2
I55 Accommodation	-	-9.1	-1.7	-0.3	0.8	-	1.3	2.7	29.5
I56 Food & Beverage Services	6.6	-15.7	0.7	-2.1	5.4	-0.6	5.1	4.2	229.6
J58-63 INFORMATION AND COMMUNICATIONS	7.4	2.7	14.1	4.0	3.4	4.2	5.0	4.5	185.5
J58-61 Telecommunications, Broadcasting & Publishing	-	-0.4	1.9	0.5	0.8	0.3	0.7	0.5	43.3
J62-63 IT & Other Information Services	7.4	3.2	12.2	3.5	2.6	3.9	4.3	4.0	142.2
K64-66 FINANCIAL AND INSURANCE SERVICES	6.1	2.3	5.0	1.6	2.0	3.8	3.1	3.9	220.1
K64 & 66 (excl.662) Financial Services	5.0	1.1	4.3	1.4	2.0	3.7	2.9	3.7	176.9
K65 & 662 Insurance Services	1.1	1.3	0.7	0.2	-	0.2	0.2	0.3	43.2
L68 REAL ESTATE SERVICES	0.8	-6.3	-1.6	-0.6	0.4	0.1	0.8	0.2	73.8
M69-75 PROFESSIONAL SERVICES	10.8	-2.2	7.7	2.7	2.2	2.7	3.9	5.4	274.9
M69-70 Legal, Accounting & Management Services	7.9	0.3	4.0	1.7	1.3	1.8	1.9	3.8	147.7
M71 Architectural & Engineering Services	0.7	-1.2	0.8	0.1	0.5	0.1	0.7	0.6	64.2
Other Professional Services	2.1	-1.3	2.9	0.9	0.4	0.9	1.4	0.9	63.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.1	-14.6	4.4	1.9	2.2	-1.1	-2.8	-0.1	238.8
N80 Security & Investigation	1.0	-0.8	-0.7	-0.3	-0.3	-1.1	-	-	47.1
N81 Cleaning & Landscaping	2.3	-4.4	-0.7	-0.1	0.6	0.5	0.9	0.8	80.0
Other Administrative & Support Services	3.9	-9.4	5.7	2.4	1.9	-0.5	-3.6	-1.0	111.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.9	-17.7	11.9	-6.3	10.0	9.9	8.7	13.9	879.3
O84,P85 Public Administration & Education	5.0	8.2	1.4	-1.3	1.1	1.1	-0.4	-1.0	262.0
Q86-88 Health & Social Services	6.0	5.2	10.5	1.8	1.4	2.1	-0.2	0.8	191.1
R90-93 Arts, Entertainment & Recreation	0.6	-13.7	-1.9	-0.5	0.1	0.3	2.1	4.0	45.2
S,T,U Other Community, Social & Personal Services	10.2	-17.3	1.9	-6.3	7.4	6.4	7.2	10.1	381.0
A,B,D,E OTHERS*	-0.2	-0.1	0.1	-0.1	0.3	0.2	0.2	-	24.3

Source : Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2019	2020	2021	2021		2022		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	10 690	26 110	8 020	1 900	1 500	1 320	830	1 300
	INDUSTRY (SSIC 2020)								
C10-32	MANUFACTURING	2 790	5 320	1 710	360	280	510	170	250
C10-12	Food, Beverages & Tobacco	100	330	110	30	60	10	10	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	170	230	70	10	-	10	10	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	200	160	500	70	100	70	90	10
C25,28	Fabricated Metal Products, Machinery & Equipment	690	1 410	150	20	50	240	30	90
C26	Electronic, Computer & Optical Products	1 160	790	690	150	40	160	10	30
C29-30	Transport Equipment	120	1 710	130	50	20	10	10	100
	Other Manufacturing Industries	360	700	70	40	10	10	10	10
F41-43	CONSTRUCTION	860	990	240	90	40	60	50	10
G-U	SERVICES	7 000	19 760	6 020	1 450	1 160	730	610	1 050
G46-47	WHOLESALE AND RETAIL TRADE	2 090	4 980	1 400	250	270	190	170	90
G46	Wholesale Trade	1 850	3 810	1 250	230	260	170	160	60
G47	Retail Trade	240	1 180	160	30	10	10	-	30
H49-53	TRANSPORTATION AND STORAGE	760	2 780	550	130	100	60	40	20
H49,5221	Land Transport & Supporting Services	60	120	50	10	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	80	250	140	40	50	30	10	10
H51,5223	Air Transport & Supporting Services	50	2 000	220	30	30	10	-	-
	Other Transportation & Storage Services	580	410	140	50	30	20	30	10
I55-56	ACCOMMODATION AND FOOD SERVICES	170	1 700	180	70	40	-	10	30
I55	Accommodation	20	710	40	-	10	-	-	20
I56	Food & Beverage Services	150	990	130	70	30	-	10	-
J58-63	INFORMATION AND COMMUNICATIONS	710	1 430	1 040	230	210	200	110	520
J58-61	Telecommunications, Broadcasting & Publishing	300	570	380	90	80	50	60	170
J62-63	IT & Other Information Services	410	860	670	140	130	140	50	350
K64-66	FINANCIAL AND INSURANCE SERVICES	1 300	2 140	1 330	330	330	110	120	200
K64 & 66 (excl.662)	Financial Services	1 190	1 910	1 250	320	320	100	110	200
K65 & 662	Insurance Services	110	230	70	10	20	10	10	-
L68	REAL ESTATE SERVICES	190	140	100	20	20	-	10	10
M69-75	PROFESSIONAL SERVICES	1 210	2 310	920	240	120	100	90	100
M69-70	Legal, Accounting & Management Services	640	1 200	660	200	70	40	40	80
M71	Architectural & Engineering Services	360	780	160	10	30	20	30	10
	Other Professional Services	220	330	100	30	20	40	20	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	260	1 600	340	170	40	30	30	70
N80	Security & Investigation	10	10	10	-	-	-	10	-
N81	Cleaning & Landscaping	60	280	20	10	10	-	-	30
	Other Administrative & Support Services	200	1 320	310	160	30	30	20	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	300	2 690	170	10	30	50	30	20
O84,P85	Public Administration & Education	90	230	60	10	10	10	-	10
Q86-88	Health & Social Services	100	40	10	-	-	10	10	-
R90-93	Arts, Entertainment & Recreation	20	2 210	70	-	10	10	10	10
S,T,U	Other Community, Social & Personal Services	90	210	40	-	10	20	20	10
A,B,D,E	OTHERS*	30	40	50	-	30	20	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	6 500	12 750	5 870	1 160	1 090	810	640	1 070
	Clerical, Sales & Service Workers	1 420	8 140	1 220	360	190	140	90	70
	Production & Transport Operators, Cleaners & Labourers	2 770	5 220	940	390	230	370	90	170

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the 2Q 2022 figures, following clarifications with survey respondents.

3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, THIRD QUARTER 2022

		Reasons For Retrenchment							Occupational Group			
Industry (SSIC 2020)		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL		100	90	160	860	60	20	220	1 300	1 070	70	170
C10-32	MANUFACTURING	20	20	100	40	10	-	100	250	130	10	110
C10-12	Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	-	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	-	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	-	-	10	-	-	-	10	10	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	10	10	-	10	-	-	70	90	80	-	10
C26	Electronic, Computer & Optical Products	-	-	-	20	-	-	20	30	30	-	-
C29-30	Transport Equipment	-	-	90	-	-	-	-	100	-	-	100
	Other Manufacturing Industries	-	-	-	10	10	-	-	20	10	-	-
F41-43	CONSTRUCTION	-	-	-	-	-	-	-	10	10	-	-
G-U	SERVICES	80	70	70	810	50	20	120	1 050	930	60	50
G46-47	WHOLESALE AND RETAIL TRADE	-	10	-	60	10	10	20	90	60	20	10
G46	Wholesale Trade	-	10	-	40	10	10	10	60	50	-	10
G47	Retail Trade	-	-	-	20	-	-	10	30	10	10	-
H49-53	TRANSPORTATION AND STORAGE	-	-	-	20	-	10	-	20	10	-	-
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	-	-	-	-	10	-	10	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	-	-	-	20	-	-	-	30	-	20	-
I55	Accommodation	-	-	-	20	-	-	-	20	-	20	-
I56	Food & Beverage Services	-	-	-	-	-	-	-	-	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS	50	10	20	460	40	-	20	520	520	-	-
J58-61	Telecommunications, Broadcasting & Publishing	20	10	-	150	20	-	-	170	170	-	-
J62-63	IT & Other Information Services	30	-	20	310	20	-	10	350	350	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	-	30	140	-	-	60	200	200	10	-
K64 & 66 (excl.662)	Financial Services	-	-	30	140	-	-	60	200	190	10	-
K65 & 662	Insurance Services	-	-	-	-	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	10	10	-	-
M69-75	PROFESSIONAL SERVICES	20	-	10	80	-	-	10	100	90	10	-
M69-70	Legal, Accounting & Management Services	20	-	10	80	-	-	-	80	80	10	-
M71	Architectural & Engineering Services	-	-	-	-	-	-	-	10	10	-	-
	Other Professional Services	-	-	-	-	-	-	-	10	10	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	40	-	10	-	-	20	70	40	-	30
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	30	-	-	-	-	-	30	-	-	30
	Other Administrative & Support Services	10	10	-	10	-	-	20	40	40	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	10	-	20	-	-	-	20	10	10	-
O84,P85	Public Administration & Education	-	-	-	10	-	-	-	10	-	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	10	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	-	10	-	10	-
A,B,D,E	OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

** Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their retrenchment.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2019	2020	2021	2021		2022		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	9 810	22 540	7 480	1 690	1 420	1 260	780	1 090
	INDUSTRY (SSIC 2020)								
C10-32	MANUFACTURING	2 580	5 000	1 640	360	240	500	160	80
C10-12	Food, Beverages & Tobacco	40	310	100	30	60	10	10	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	160	230	70	10	-	10	10	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	190	150	450	70	70	60	90	10
C25,28	Fabricated Metal Products, Machinery & Equipment	650	1 190	140	20	50	230	30	20
C26	Electronic, Computer & Optical Products	1 080	790	680	150	40	160	10	30
C29-30	Transport Equipment	110	1 650	130	50	10	10	10	-
	Other Manufacturing Industries	340	680	70	40	10	10	10	10
F41-43	CONSTRUCTION	500	750	210	90	40	40	30	10
G-U	SERVICES	6 700	16 760	5 580	1 250	1 120	700	590	1 010
G46-47	WHOLESALE AND RETAIL TRADE	2 030	4 790	1 390	250	270	180	160	80
G46	Wholesale Trade	1 800	3 680	1 230	220	260	170	160	60
G47	Retail Trade	230	1 120	150	30	10	10	-	30
H49-53	TRANSPORTATION AND STORAGE	750	1 400	500	120	100	60	40	20
H49,5221	Land Transport & Supporting Services	60	120	20	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	80	240	130	40	50	30	10	10
H51,5223	Air Transport & Supporting Services	40	650	220	30	30	10	-	-
	Other Transportation & Storage Services	570	390	130	50	30	20	30	10
I55-56	ACCOMMODATION AND FOOD SERVICES	150	1 580	140	50	30	-	10	-
I55	Accommodation	20	710	40	-	10	-	-	-
I56	Food & Beverage Services	130	870	100	50	20	-	10	-
J58-63	INFORMATION AND COMMUNICATIONS	690	1 390	950	210	200	190	110	510
J58-61	Telecommunications, Broadcasting & Publishing	300	570	360	80	80	50	60	170
J62-63	IT & Other Information Services	390	820	580	130	130	140	50	340
K64-66	FINANCIAL AND INSURANCE SERVICES	1 280	2 050	1 320	330	330	110	120	200
K64 & 66 (excl.662)	Financial Services	1 170	1 830	1 250	320	320	90	110	200
K65 & 662	Insurance Services	110	220	70	10	20	10	10	-
L68	REAL ESTATE SERVICES	100	140	100	20	20	-	10	10
M69-75	PROFESSIONAL SERVICES	1 160	1 980	880	230	110	90	90	90
M69-70	Legal, Accounting & Management Services	640	1 150	650	200	70	40	40	80
M71	Architectural & Engineering Services	330	510	140	10	20	10	30	10
	Other Professional Services	190	330	90	20	20	40	20	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	240	1 100	140	30	30	20	30	70
N80	Security & Investigation	10	-	10	-	-	-	10	-
N81	Cleaning & Landscaping	60	240	20	10	10	-	-	30
	Other Administrative & Support Services	170	860	120	20	30	20	20	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	280	2 310	160	10	30	50	30	20
O84,P85	Public Administration & Education	80	200	50	10	10	10	-	10
Q86-88	Health & Social Services	90	30	10	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	20	1 930	70	-	10	10	10	10
S,T,U	Other Community, Social & Personal Services	90	150	30	-	10	20	20	-
A,B,D,E	OTHERS*	30	30	50	-	30	20	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	6 250	11 600	5 650	1 130	1 040	780	630	980
	Clerical, Sales & Service Workers	1 300	6 450	960	200	180	130	90	50
	Production & Transport Operators, Cleaners & Labourers	2 250	4 480	870	370	210	350	70	70

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the 2Q 2022 figures, following clarifications with survey respondents.

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2019	2020	2021	2021		2022		
					3Q	4Q	1Q	2Q	3Q
	TOTAL	880	3 580	540	210	80	60	40	210
	INDUSTRY (SSIC 2020)								
C10-32	MANUFACTURING	220	330	70	10	40	10	10	170
C10-12	Food, Beverages & Tobacco	60	20	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	10	-	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	10	50	-	30	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	40	210	10	-	10	-	-	70
C26	Electronic, Computer & Optical Products	80	-	-	-	-	-	-	-
C29-30	Transport Equipment	10	50	-	-	-	10	-	100
	Other Manufacturing Industries	20	20	-	-	-	-	-	-
F41-43	CONSTRUCTION	370	240	40	10	10	20	20	-
G-U	SERVICES	300	3 010	440	200	40	30	20	40
G46-47	WHOLESALE AND RETAIL TRADE	60	190	20	-	-	10	10	-
G46	Wholesale Trade	50	130	20	-	-	10	10	-
G47	Retail Trade	-	60	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	10	1 370	40	10	-	-	-	-
H49,5221	Land Transport & Supporting Services	-	-	30	10	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	-	10	-	-	-	-	-
H51,5223	Air Transport & Supporting Services	-	1 350	-	-	-	-	-	-
	Other Transportation & Storage Services	10	20	10	-	-	-	-	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	120	30	20	10	-	-	20
I55	Accommodation	-	10	-	-	-	-	-	20
I56	Food & Beverage Services	20	120	30	20	10	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS	20	40	100	30	10	-	-	10
J58-61	Telecommunications, Broadcasting & Publishing	-	-	10	10	-	-	-	10
J62-63	IT & Other Information Services	20	40	80	20	10	-	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	20	80	-	-	-	-	-	-
K64 & 66 (excl.662)	Financial Services	20	80	-	-	-	-	-	-
K65 & 662	Insurance Services	-	10	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	90	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	50	330	40	10	20	10	-	-
M69-70	Legal, Accounting & Management Services	10	60	-	-	-	-	-	-
M71	Architectural & Engineering Services	20	270	20	-	10	10	-	-
	Other Professional Services	20	-	10	10	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	20	500	200	140	-	10	-	-
N80	Security & Investigation	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	40	-	-	-	-	-	-
	Other Administrative & Support Services	20	460	200	140	-	10	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	370	10	-	-	-	-	-
O84,P85	Public Administration & Education	10	30	10	-	-	-	-	-
Q86-88	Health & Social Services	-	10	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	280	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	10	60	-	-	-	-	-	-
A,B,D,E	OTHERS*	-	10	-	-	-	-	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	240	1 150	210	40	50	30	20	90
	Clerical, Sales & Service Workers	120	1 690	260	160	10	10	-	20
	Production & Transport Operators, Cleaners & Labourers	520	740	70	10	20	30	20	100

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the 2Q 2022 figures, following clarifications with survey respondents.

3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

NUMBER OF RETRENCHED RESIDENTS PER ONE THOUSAND RESIDENT EMPLOYEES BY SEX, AGE, SECTOR, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP

Per 1,000 Resident Employees

Characteristics	2019	2020	2021	2021		2022		
				3Q	4Q	1Q	2Q	3Q
SEX								
Male	5.7	10.9	5.5	1.2	1.0	0.8	0.5	0.7
Female	4.7	11.3	5.1	1.3	0.8	0.7	0.5	0.7
AGE GROUP (YEARS)								
Below 30	1.6	7.3	2.3	0.6	0.4	0.1	0.2	1.6
30 - 39	4.5	9.8	4.5	1.1	0.7	0.4	0.5	0.7
40 & Over	6.7	12.8	6.5	1.4	1.1	1.1	0.6	0.4
40 - 49	7.5	12.7	7.1	1.6	1.1	0.8	0.6	0.5
50 & Over	6.2	12.9	6.2	1.3	1.1	1.3	0.5	0.4
50 - 59	7.9	15.0	8.0	1.9	1.4	1.6	0.7	0.5
60 & Over	3.7	10.0	3.9	0.6	0.8	1.1	0.4	0.2
SECTOR								
Manufacturing	8.1	14.9	9.5	2.0	1.2	2.4	0.8	0.4
Construction	3.3	6.2	2.4	0.6	0.5	0.5	0.2	0.1
Services	4.9	10.9	4.9	1.2	0.9	0.5	0.5	0.8
Others*	1.8	1.9	2.6	0.1	1.5	1.2	0.2	0.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	n.a.	14.1	5.1	1.7	0.8	1.7	0.5	0.2
Secondary	n.a.	12.2	4.1	1.0	0.6	0.6	0.2	0.2
Post-Secondary (Non-Tertiary)	n.a.	8.4	3.8	1.2	0.7	0.9	0.2	0.3
Diploma & Professional Qualification	n.a.	11.2	5.1	1.5	0.7	0.7	0.4	0.4
Degree	n.a.	10.5	6.1	1.1	1.1	0.6	0.7	1.2
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6.1	10.5	6.2	1.2	1.0	0.8	0.6	1.0
Clerical, Sales & Service Workers	3.5	14.0	4.1	1.3	0.6	0.4	0.3	0.2
Production & Transport Operators, Cleaners & Labourers	3.9	9.6	3.1	1.2	0.7	1.2	0.2	0.3

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Residents refer to Singapore Citizens and Permanent Residents.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 4) n.a.: Not available
- 5) Revisions have been made to the 2Q 2022 figures, following clarifications with survey respondents.

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF BY SECTOR AND OCCUPATIONAL GROUP

	Number of Employees							
	2019	2020	2021	2021		2022		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	3 580	128 870	14 860	4 060	1 200	670	600	430
SECTOR								
Manufacturing	1 970	22 910	2 750	520	200	50	60	90
Construction	450	36 070	910	170	130	30	10	-
Services	1 160	69 380	11 130	3 340	880	580	530	340
Others*	-	500	70	30	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 720	38 250	5 350	1 270	440	240	220	130
Clerical, Sales & Service Workers	540	30 050	5 400	1 660	430	330	250	180
Production & Transport Operators, Cleaners & Labourers	1 310	60 560	4 110	1 140	340	90	140	120
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	3 270	72 690	12 770	3 720	1 080	590	590	370
SECTOR								
Manufacturing	1 930	13 340	2 710	510	180	40	60	50
Construction	320	9 290	810	130	130	30	10	-
Services	1 020	49 820	9 180	3 050	770	520	510	320
Others*	-	250	70	30	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 650	32 280	5 050	1 260	400	210	220	120
Clerical, Sales & Service Workers	400	19 640	4 180	1 460	400	290	240	170
Production & Transport Operators, Cleaners & Labourers	1 210	20 770	3 550	1 010	290	80	130	80
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	310	56 180	2 090	340	120	80	20	60
SECTOR								
Manufacturing	40	9 570	50	10	20	10	-	50
Construction	130	26 790	90	40	-	10	-	-
Services	140	19 560	1 950	290	100	70	20	10
Others*	-	260	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	70	5 980	300	10	40	30	-	10
Clerical, Sales & Service Workers	140	10 410	1 220	200	30	40	10	-
Production & Transport Operators, Cleaners & Labourers	100	39 790	570	130	50	10	10	50

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the 2Q 2022 figures, following clarifications with survey respondents.

5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT
BY SEX, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT

Characteristics	Per Cent							
	2019	2020	2021	2021		2022		
				3Q	4Q	1Q	2Q	3Q
TOTAL	64.4	61.6	65.8	66.2	66.8	71.5	66.0	64.8
SEX								
Male	63.1	60.3	64.0	65.5	66.3	68.7	65.6	62.7
Female	65.8	62.9	67.7	67.1	67.3	74.2	66.6	67.5
AGE GROUP (YEARS)								
Below 30	82.5	77.3	80.0	81.8	90.4	81.5	83.3	s
30 - 39	76.3	72.2	75.4	78.2	79.5	77.0	77.9	85.6
40 & Over	58.5	56.2	60.3	61.0	60.9	68.3	60.9	60.7
40 - 49	65.8	63.0	68.1	72.5	68.7	77.0	76.7	71.4
50 & Over	52.2	51.1	54.4	51.3	55.0	61.1	49.8	56.4
50 - 59	53.1	54.2	56.0	53.9	58.8	65.5	51.8	61.7
60 & Over	49.8	44.6	50.6	45.5	45.3	44.5	45.3	46.6
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	71.6	64.4	64.4	62.1	69.0	78.9	71.4	64.0
Secondary	69.1	63.9	67.0	67.5	71.9	68.5	74.4	60.0
Post-Secondary (Non-Tertiary)	65.1	62.0	64.3	51.1	66.7	68.5	70.5	67.4
Diploma & Professional Qualification	66.6	63.6	69.6	73.9	74.0	72.3	72.1	67.1
Degree	60.9	60.2	64.6	65.4	64.6	69.1	66.8	62.4
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	61.9	59.3	64.4	66.0	64.4	69.0	63.3	62.7
Clerical, Sales & Service Workers	70.0	66.4	69.9	69.8	76.7	72.5	75.7	69.6
Production & Transport Operators, Cleaners & Labourers	72.8	64.3	65.9	60.4	67.3	83.0	72.2	68.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived

Notes :

based on data from Administrative Records

- 1) Residents refer to Singapore Citizens and Permanent Residents.
- 2) Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment.
- 3) Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment.
- 4) Data refer to the proportion of residents retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.
- 5) s: Data suppressed due to small number of observations.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

		In Thousands				
		2019	2020	2021	Sep	
					2021	2022
	TOTAL	52.9	48.4	94.7	104.2	107.2
	INDUSTRY (SSIC 2020)					
C10-32	MANUFACTURING	6.6	5.5	12.8	13.4	12.1
C10-12	Food, Beverages & Tobacco	0.7	0.8	1.4	1.5	1.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.3	0.3	1.0	0.9	0.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	0.5	0.8	0.8	1.0
C25,28	Fabricated Metal Products, Machinery & Equipment	1.3	1.0	3.4	3.5	4.1
C26	Electronic, Computer & Optical Products	1.7	1.6	2.8	3.1	2.2
C29-30	Transport Equipment	1.3	0.5	1.9	1.8	1.6
	Other Manufacturing Industries	0.7	0.9	1.6	1.8	1.2
F41-43	CONSTRUCTION	2.3	2.7	10.6	11.9	8.3
G-U	SERVICES	43.6	39.9	70.6	78.0	86.2
G46-47	WHOLESALE AND RETAIL TRADE	5.4	5.3	9.2	10.7	10.4
G46	Wholesale Trade	3.2	3.4	5.4	6.0	5.7
G47	Retail Trade	2.2	1.9	3.8	4.7	4.7
H49-53	TRANSPORTATION AND STORAGE	3.0	1.7	5.3	6.5	7.9
H49,5221	Land Transport & Supporting Services	0.5	0.4	1.2	1.6	1.8
H50,5222,5225	Water Transport & Supporting Services	0.5	0.4	1.1	1.2	1.4
H51,5223	Air Transport & Supporting Services	0.9	0.2	0.9	1.3	1.8
	Other Transportation & Storage Services	1.0	0.7	2.1	2.4	2.9
I55-56	ACCOMMODATION AND FOOD SERVICES	5.9	4.1	7.0	8.2	9.6
I55	Accommodation	1.8	0.7	1.2	1.3	1.7
I56	Food & Beverage Services	4.0	3.4	5.8	6.9	7.9
J58-63	INFORMATION AND COMMUNICATIONS	4.2	4.6	8.6	8.5	9.3
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.6	1.5	1.2	1.8
J62-63	IT & Other Information Services	3.5	4.0	7.1	7.3	7.5
K64-66	FINANCIAL AND INSURANCE SERVICES	5.3	4.3	8.2	7.2	9.3
K64 & 66 (excl.662)	Financial Services	4.6	3.8	7.6	6.7	8.4
K65 & 662	Insurance Services	0.7	0.5	0.6	0.6	0.9
L68	REAL ESTATE SERVICES	1.3	1.1	1.5	1.9	2.1
M69-75	PROFESSIONAL SERVICES	3.9	3.2	7.2	8.2	8.3
M69-70	Legal, Accounting & Management Services	2.4	2.2	4.4	5.1	5.0
M71	Architectural & Engineering Services	1.0	0.7	2.0	2.1	2.2
	Other Professional Services	0.5	0.4	0.8	1.0	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.9	4.0	6.2	7.6	6.9
N80	Security & Investigation	1.5	1.4	1.7	1.7	1.9
N81	Cleaning & Landscaping	1.2	1.3	2.1	2.8	2.3
	Other Administrative & Support Services	1.3	1.2	2.4	3.1	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	11.6	17.5	19.2	22.6
O84,P85	Public Administration & Education	5.4	6.3	9.2	9.5	10.3
Q86-88	Health & Social Services	3.7	4.0	5.6	6.6	7.8
R90-93	Arts, Entertainment & Recreation	1.1	0.6	1.1	1.3	2.4
S,T,U	Other Community, Social & Personal Services	0.7	0.7	1.5	1.9	2.2
A,B,D,E	OTHERS*	0.4	0.3	0.7	0.9	0.6
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	30.7	28.2	51.4	55.2	60.0
	Clerical, Sales & Service Workers	12.1	9.7	17.1	19.4	23.4
	Production & Transport Operators, Cleaners & Labourers	10.1	10.4	26.3	29.5	23.8

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 4) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2019	2020	2021	Sep	
					2021	2022
	TOTAL	2.5	2.3	4.7	5.5	4.8
	INDUSTRY (SSIC 2020)					
C10-32	MANUFACTURING	1.9	1.7	4.2	4.6	3.6
C10-12	Food, Beverages & Tobacco	2.0	2.4	4.1	4.6	3.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.5	1.8	6.3	5.8	3.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.2	1.6	2.8	2.9	3.2
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.3	4.4	4.8	4.7
C26	Electronic, Computer & Optical Products	2.2	2.2	4.7	5.3	3.2
C29-30	Transport Equipment	1.7	0.7	3.4	3.5	2.6
	Other Manufacturing Industries	1.9	2.3	4.7	5.5	3.4
F41-43	CONSTRUCTION	0.8	1.0	4.3	5.0	2.8
G-U	SERVICES	2.9	2.7	4.9	5.7	5.5
G46-47	WHOLESALE AND RETAIL TRADE	2.2	2.3	4.2	5.0	4.4
G46	Wholesale Trade	2.0	2.1	3.6	4.2	3.6
G47	Retail Trade	2.8	2.7	5.5	6.8	6.1
H49-53	TRANSPORTATION AND STORAGE	1.9	1.2	3.8	4.7	5.0
H49,5221	Land Transport & Supporting Services	1.3	1.0	3.2	4.5	4.6
H50,5222,5225	Water Transport & Supporting Services	1.7	1.4	3.8	4.1	4.2
H51,5223	Air Transport & Supporting Services	2.7	0.7	3.1	4.6	5.7
	Other Transportation & Storage Services	2.0	1.4	4.7	5.2	5.3
I55-56	ACCOMMODATION AND FOOD SERVICES	3.8	2.9	5.6	6.7	6.3
I55	Accommodation	7.1	3.4	6.8	7.7	8.9
I56	Food & Beverage Services	3.1	2.8	5.4	6.5	6.0
J58-63	INFORMATION AND COMMUNICATIONS	4.5	4.9	9.0	9.9	8.0
J58-61	Telecommunications, Broadcasting & Publishing	2.4	2.2	5.5	5.4	5.7
J62-63	IT & Other Information Services	5.5	6.0	10.3	11.5	8.8
K64-66	FINANCIAL AND INSURANCE SERVICES	3.5	2.9	5.1	5.3	6.0
K64 & 66 (excl.662)	Financial Services	3.5	2.9	5.3	5.5	6.2
K65 & 662	Insurance Services	3.3	2.6	3.1	3.9	4.2
L68	REAL ESTATE SERVICES	2.7	2.4	3.9	5.1	5.0
M69-75	PROFESSIONAL SERVICES	2.8	2.3	5.0	6.0	5.1
M69-70	Legal, Accounting & Management Services	3.4	2.7	5.4	6.8	5.8
M71	Architectural & Engineering Services	2.0	1.5	4.5	5.0	4.2
	Other Professional Services	2.7	2.2	4.4	5.4	4.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	2.6	2.7	4.4	5.9	4.5
N80	Security & Investigation	4.2	3.9	4.9	6.1	5.4
N81	Cleaning & Landscaping	1.7	1.8	3.2	4.6	3.4
	Other Administrative & Support Services	2.8	3.0	5.8	7.9	5.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.9	3.2	4.7	5.3	5.7
O84,P85	Public Administration & Education	2.9	3.3	4.8	5.1	5.4
Q86-88	Health & Social Services	3.2	3.7	5.0	6.1	5.9
R90-93	Arts, Entertainment & Recreation	2.7	1.8	3.6	4.3	7.0
S,T,U	Other Community, Social & Personal Services	1.9	1.9	3.9	4.9	4.9
A,B,D,E	OTHERS*	1.7	1.6	3.4	4.3	2.6
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	2.8	2.6	4.7	5.4	5.0
	Clerical, Sales & Service Workers	2.8	2.5	4.7	5.6	5.9
	Production & Transport Operators, Cleaners & Labourers	1.6	1.8	4.7	5.6	3.7

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, SEPTEMBER 2022

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	107.2	4.8	60.0	5.0	23.4	5.9	23.8	3.7
C10-32 MANUFACTURING	12.1	3.6	5.7	3.6	0.9	3.3	5.4	3.6
C10-12 Food, Beverages & Tobacco	1.4	3.8	0.3	2.8	0.4	4.0	0.7	4.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	3.7	0.1	2.9	-	-	0.3	4.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	3.2	0.7	3.0	0.1	3.7	0.2	3.9
C25,28 Fabricated Metal Products, Machinery & Equipment	4.1	4.7	1.9	5.0	0.2	3.4	2.0	4.6
C26 Electronic, Computer & Optical Products	2.2	3.2	1.2	2.7	0.1	3.2	1.0	3.9
C29-30 Transport Equipment	1.6	2.6	0.9	3.8	0.1	1.7	0.6	1.8
Other Manufacturing Industries	1.2	3.4	0.6	3.8	0.1	3.0	0.6	3.1
F41-43 CONSTRUCTION	8.3	2.8	2.3	3.3	0.6	3.2	5.4	2.6
G-U SERVICES	86.2	5.5	51.6	5.5	21.9	6.3	12.8	4.6
G46-47 WHOLESALE AND RETAIL TRADE	10.4	4.4	3.8	3.2	5.2	7.0	1.3	3.5
G46 Wholesale Trade	5.7	3.6	3.1	3.1	1.6	5.5	1.0	3.4
G47 Retail Trade	4.7	6.1	0.7	3.2	3.6	7.9	0.3	3.8
H49-53 TRANSPORTATION AND STORAGE	7.9	5.0	1.9	3.6	1.9	5.3	4.1	5.9
H49,5221 Land Transport & Supporting Services	1.8	4.6	0.2	2.2	0.2	4.5	1.4	5.4
H50,5222,5225 Water Transport & Supporting Services	1.4	4.2	0.6	3.7	0.4	10.1	0.4	3.1
H51,5223 Air Transport & Supporting Services	1.8	5.7	0.4	4.6	0.7	4.1	0.6	17.5
Other Transportation & Storage Services	2.9	5.3	0.6	3.5	0.6	5.9	1.7	6.3
I55-56 ACCOMMODATION AND FOOD SERVICES	9.6	6.3	1.9	5.4	5.8	6.9	1.8	5.8
I55 Accommodation	1.7	8.9	0.4	5.5	0.9	12.0	0.4	9.6
I56 Food & Beverage Services	7.9	6.0	1.5	5.4	4.9	6.4	1.4	5.2
J58-63 INFORMATION AND COMMUNICATIONS	9.3	8.0	8.6	8.3	0.4	4.1	0.3	10.5
J58-61 Telecommunications, Broadcasting & Publishing	1.8	5.7	1.7	6.6	0.1	1.9	-	-
J62-63 IT & Other Information Services	7.5	8.8	6.9	8.8	0.3	6.8	0.3	12.2
K64-66 FINANCIAL AND INSURANCE SERVICES	9.3	6.0	8.9	6.0	0.4	4.8	-	-
K64 & 66 (excl.662) Financial Services	8.4	6.2	8.2	6.3	0.2	4.3	-	-
K65 & 662 Insurance Services	0.9	4.2	0.7	4.0	0.1	6.0	-	-
L68 REAL ESTATE SERVICES	2.1	5.0	1.2	4.8	0.4	5.6	0.5	5.2
M69-75 PROFESSIONAL SERVICES	8.3	5.1	7.1	5.6	0.7	5.0	0.4	2.1
M69-70 Legal, Accounting & Management Services	5.0	5.8	4.4	6.0	0.5	5.2	0.1	3.1
M71 Architectural & Engineering Services	2.2	4.2	1.7	5.4	0.2	4.1	0.3	2.0
Other Professional Services	1.1	4.6	0.9	4.7	0.1	6.6	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.9	4.5	1.4	5.1	2.3	5.1	3.1	3.9
N80 Security & Investigation	1.9	5.4	0.2	3.6	1.4	5.6	0.4	6.4
N81 Cleaning & Landscaping	2.3	3.4	0.2	2.7	0.2	5.1	2.0	3.3
Other Administrative & Support Services	2.7	5.4	1.1	6.3	0.8	4.5	0.8	5.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.6	5.7	16.7	5.5	4.8	6.7	1.2	4.9
O84,P85 Public Administration & Education	10.3	5.4	9.2	5.2	0.9	9.3	0.1	3.8
Q86-88 Health & Social Services	7.8	5.9	5.9	6.2	1.6	5.4	0.3	4.6
R90-93 Arts, Entertainment & Recreation	2.4	7.0	0.7	4.7	1.3	8.7	0.4	8.9
S,T,U Other Community, Social & Personal Services	2.2	4.9	0.9	4.9	1.0	5.7	0.3	3.6
A,B,D,E OTHERS*	0.6	2.6	0.4	2.9	-	-	0.1	2.3

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

- : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

		Per Cent				
		2019	2020	2021	3Q	
					2021	2022
	TOTAL	2.2	1.6	2.1	2.0	2.7
	INDUSTRY (SSIC 2020)					
C10-32	MANUFACTURING	1.7	1.1	1.8	2.1	2.5
C10-12	Food, Beverages & Tobacco	2.9	2.2	2.8	2.3	3.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.6	1.4	2.7	3.2	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	1.0	1.3	1.2	1.7
C25,28	Fabricated Metal Products, Machinery & Equipment	1.8	1.0	2.2	2.9	2.5
C26	Electronic, Computer & Optical Products	1.6	1.0	1.7	1.9	2.7
C29-30	Transport Equipment	1.4	0.6	1.0	1.0	2.3
	Other Manufacturing Industries	1.6	1.2	2.0	2.1	2.6
F41-43	CONSTRUCTION	2.2	1.0	1.5	1.1	3.0
G-U	SERVICES	2.4	1.8	2.2	2.2	2.8
G46-47	WHOLESALE AND RETAIL TRADE	2.2	1.8	2.2	1.9	2.7
G46	Wholesale Trade	1.9	1.5	1.8	1.6	2.2
G47	Retail Trade	2.9	2.6	3.0	2.6	3.8
H49-53	TRANSPORTATION AND STORAGE	1.7	1.1	1.7	1.8	2.6
H49,5221	Land Transport & Supporting Services	1.8	1.2	1.4	1.7	2.1
H50,5222,5225	Water Transport & Supporting Services	1.2	1.0	1.5	1.3	2.0
H51,5223	Air Transport & Supporting Services	1.5	0.4	1.1	0.9	3.1
	Other Transportation & Storage Services	2.3	1.5	2.5	2.8	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES	4.0	3.2	3.4	3.0	4.2
I55	Accommodation	3.1	1.1	2.5	2.7	6.1
I56	Food & Beverage Services	4.1	3.6	3.6	3.0	3.9
J58-63	INFORMATION AND COMMUNICATIONS	2.4	2.1	2.8	2.7	3.2
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.4	2.0	1.9	2.2
J62-63	IT & Other Information Services	2.7	2.5	3.2	3.0	3.6
K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	1.3	1.8	2.2	2.5
K64 & 66 (excl.662)	Financial Services	1.8	1.3	1.7	2.2	2.4
K65 & 662	Insurance Services	2.3	1.8	1.9	2.0	2.7
L68	REAL ESTATE SERVICES	3.2	1.8	2.3	2.2	2.7
M69-75	PROFESSIONAL SERVICES	2.2	1.6	2.3	2.7	2.6
M69-70	Legal, Accounting & Management Services	2.4	1.8	2.4	3.1	2.6
M71	Architectural & Engineering Services	2.1	1.2	2.1	2.1	2.7
	Other Professional Services	2.1	1.5	2.3	2.5	2.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.3	3.6	3.4	4.3
N80	Security & Investigation	4.5	3.8	3.7	3.4	3.7
N81	Cleaning & Landscaping	4.5	3.3	3.3	3.1	4.1
	Other Administrative & Support Services	4.1	2.8	4.1	3.9	5.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.2	1.4	1.6	1.8
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.4	1.2
Q86-88	Health & Social Services	1.7	1.6	1.7	1.8	2.1
R90-93	Arts, Entertainment & Recreation	2.0	1.1	1.4	1.5	3.1
S,T,U	Other Community, Social & Personal Services	2.1	1.3	1.9	1.4	2.8
A,B,D,E	OTHERS*	1.6	1.1	1.6	1.3	1.7
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.7	1.3	1.7	1.9	2.1
	Clerical, Sales & Service Workers	3.2	2.4	2.9	2.6	3.7
	Production & Transport Operators, Cleaners & Labourers	2.5	1.6	2.2	2.0	3.3

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the quarterly figures.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2019	2020	2021	3Q	
								2021	2022
TOTAL					1.8	1.5	1.7	1.7	1.7
INDUSTRY (SSIC 2020)									
C10-32	MANUFACTURING				1.5	1.2	1.5	1.6	1.5
C10-12	Food, Beverages & Tobacco				2.6	2.3	2.5	2.3	2.2
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.6	1.7	1.9	1.9	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.8	0.7	1.1	1.3	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment				1.4	1.2	1.5	1.4	1.5
C26	Electronic, Computer & Optical Products				1.5	1.0	1.6	1.8	1.5
C29-30	Transport Equipment				1.2	1.1	1.2	1.2	1.3
	Other Manufacturing Industries				1.4	1.2	1.5	1.6	1.4
F41-43	CONSTRUCTION				1.8	1.4	1.3	1.4	1.3
G-U	SERVICES				1.8	1.6	1.8	1.8	1.9
G46-47	WHOLESALE AND RETAIL TRADE				1.8	1.7	1.8	1.5	1.8
G46	Wholesale Trade				1.4	1.4	1.4	1.3	1.5
G47	Retail Trade				2.4	2.3	2.5	2.0	2.4
H49-53	TRANSPORTATION AND STORAGE				1.4	1.1	1.4	1.5	1.7
H49,5221	Land Transport & Supporting Services				1.1	1.0	1.2	1.3	1.3
H50,5222,5225	Water Transport & Supporting Services				0.9	0.8	1.1	1.3	1.1
H51,5223	Air Transport & Supporting Services				0.9	0.8	1.1	1.1	1.5
	Other Transportation & Storage Services				2.1	1.5	2.0	2.0	2.3
I55-56	ACCOMMODATION AND FOOD SERVICES				3.4	3.5	3.2	3.2	3.0
I55	Accommodation				2.5	2.1	3.0	2.5	3.8
I56	Food & Beverage Services				3.6	3.7	3.3	3.3	2.8
J58-63	INFORMATION AND COMMUNICATIONS				1.6	1.5	2.0	2.1	2.1
J58-61	Telecommunications, Broadcasting & Publishing				1.2	1.2	1.5	1.5	1.7
J62-63	IT & Other Information Services				1.8	1.7	2.3	2.3	2.3
K64-66	FINANCIAL AND INSURANCE SERVICES				1.2	0.9	1.3	1.7	1.7
K64 & 66 (excl.662)	Financial Services				1.2	0.8	1.3	1.8	1.6
K65 & 662	Insurance Services				1.6	1.2	1.6	1.7	2.0
L68	REAL ESTATE SERVICES				2.5	1.6	2.1	2.3	2.0
M69-75	PROFESSIONAL SERVICES				1.7	1.3	1.7	1.8	1.6
M69-70	Legal, Accounting & Management Services				1.6	1.4	1.8	1.9	1.7
M71	Architectural & Engineering Services				1.7	1.3	1.5	1.6	1.5
	Other Professional Services				1.8	1.1	1.7	1.8	1.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.5	3.1	3.1	2.9	3.3
N80	Security & Investigation				3.8	3.4	3.6	3.3	3.8
N81	Cleaning & Landscaping				3.9	3.4	3.1	3.2	3.0
	Other Administrative & Support Services				2.8	2.3	2.6	2.2	3.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.0	0.9	1.1	1.1	1.2
O84,P85	Public Administration & Education				0.7	0.6	0.8	0.9	0.9
Q86-88	Health & Social Services				1.2	1.0	1.2	1.3	1.5
R90-93	Arts, Entertainment & Recreation				1.6	1.5	1.5	1.6	1.6
S,T,U	Other Community, Social & Personal Services				1.8	1.6	1.6	1.5	1.6
A,B,D,E	OTHERS*				1.2	0.9	1.1	1.0	1.3
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				1.2	1.0	1.3	1.4	1.4
	Clerical, Sales & Service Workers				2.6	2.4	2.5	2.4	2.6
	Production & Transport Operators, Cleaners & Labourers				2.1	1.9	1.9	1.8	1.8

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the quarterly figures.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, THIRD QUARTER 2022

Per Cent

Industry (SSIC 2020)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.7	1.7	2.1	1.4	3.7	2.6	3.3	1.8
C10-32 MANUFACTURING	2.5	1.5	2.0	1.3	2.5	1.8	3.0	1.7
C10-12 Food, Beverages & Tobacco	3.1	2.2	2.0	1.7	3.6	2.9	3.5	2.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.1	1.6	1.7	1.1	1.7	1.8	2.4	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.7	1.2	1.3	1.1	2.1	1.1	3.2	1.9
C25,28 Fabricated Metal Products, Machinery & Equipment	2.5	1.5	2.1	1.4	2.0	1.3	2.9	1.5
C26 Electronic, Computer & Optical Products	2.7	1.5	2.3	1.3	1.5	0.8	3.5	2.0
C29-30 Transport Equipment	2.3	1.3	2.0	1.1	1.6	1.0	2.7	1.4
Other Manufacturing Industries	2.6	1.4	2.2	1.3	3.4	1.8	2.7	1.5
F41-43 CONSTRUCTION	3.0	1.3	2.2	1.3	2.8	1.3	3.3	1.3
G-U SERVICES	2.8	1.9	2.2	1.5	3.8	2.8	3.6	2.2
G46-47 WHOLESALE AND RETAIL TRADE	2.7	1.8	1.9	1.3	4.1	2.7	3.0	1.5
G46 Wholesale Trade	2.2	1.5	1.8	1.3	2.9	2.1	3.0	1.5
G47 Retail Trade	3.8	2.4	2.4	1.5	4.8	3.1	2.8	1.5
H49-53 TRANSPORTATION AND STORAGE	2.6	1.7	2.2	1.3	3.1	2.2	2.6	1.7
H49,5221 Land Transport & Supporting Services	2.1	1.3	2.2	1.3	2.8	2.2	1.9	1.2
H50,5222, 5225 Water Transport & Supporting Services	2.0	1.1	2.5	1.3	1.9	1.3	1.2	0.9
H51,5223 Air Transport & Supporting Services	3.1	1.5	1.8	0.8	3.0	1.6	8.6	3.6
Other Transportation & Storage Services	3.0	2.3	2.1	1.4	4.1	3.5	3.3	2.4
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	3.0	2.9	2.1	4.7	3.5	4.2	2.5
I55 Accommodation	6.1	3.8	4.4	3.9	6.4	4.6	8.9	2.5
I56 Food & Beverage Services	3.9	2.8	2.4	1.6	4.6	3.4	3.5	2.5
J58-63 INFORMATION AND COMMUNICATIONS	3.2	2.1	3.2	2.1	3.8	2.4	1.8	2.0
J58-61 Telecommunications, Broadcasting & Publishing	2.2	1.7	2.1	1.6	2.7	1.9	4.0	2.9
J62-63 IT & Other Information Services	3.6	2.3	3.6	2.3	5.3	3.1	1.3	1.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	1.7	2.4	1.6	2.9	2.1	2.4	1.8
K64 & 66 (excl.662) Financial Services	2.4	1.6	2.4	1.6	3.0	1.9	2.5	1.8
K65 & 662 Insurance Services	2.7	2.0	2.7	2.0	2.7	2.3	1.1	1.1
L68 REAL ESTATE SERVICES	2.7	2.0	2.2	1.5	2.7	2.3	4.0	3.2
M69-75 PROFESSIONAL SERVICES	2.6	1.6	2.5	1.7	2.3	1.8	3.6	1.0
M69-70 Legal, Accounting & Management Services	2.6	1.7	2.7	1.7	2.3	1.9	2.3	1.0
M71 Architectural & Engineering Services	2.7	1.5	2.2	1.7	1.9	1.4	3.8	1.0
Other Professional Services	2.5	1.6	2.4	1.6	3.8	2.3	2.7	0.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.3	2.9	1.8	4.9	4.0	4.4	3.3
N80 Security & Investigation	3.7	3.8	2.3	1.4	4.1	4.5	3.5	3.1
N81 Cleaning & Landscaping	4.1	3.0	2.2	1.5	4.3	2.0	4.2	3.3
Other Administrative & Support Services	5.0	3.2	3.4	2.1	6.3	3.8	5.5	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.8	1.2	1.5	1.1	2.7	1.8	3.8	1.8
O84,P85 Public Administration & Education	1.2	0.9	1.2	0.9	2.2	1.5	0.5	0.8
Q86-88 Health & Social Services	2.1	1.5	1.9	1.4	2.9	2.0	1.8	1.7
R90-93 Arts, Entertainment & Recreation	3.1	1.6	2.1	1.5	2.9	1.5	6.8	2.5
S,T,U Other Community, Social & Personal Services	2.8	1.6	1.7	1.2	2.5	1.8	5.6	2.0
A,B,D,E OTHERS*	1.7	1.3	1.3	0.9	0.7	0.9	2.8	2.1

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note : Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2020)		2019	2020	2021	2021		2022		
					Sep	Dec	Mar	Jun	Sep
TOTAL		44.7	44.0	44.2	44.3	44.2	44.2	43.8	44.0
C10-32	MANUFACTURING	47.8	46.9	47.8	48.3	47.6	47.3	47.4	47.2
C10-12	Food, Beverages & Tobacco	45.1	45.4	45.8	46.9	45.3	44.6	44.4	45.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	47.6	47.4	48.6	48.7	49.1	48.5	48.9	47.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	43.9	43.7	44.2	44.7	44.5	43.9	43.9	43.9
C25,28	Fabricated Metal Products, Machinery & Equipment	49.5	48.1	49.5	49.5	49.2	49.4	48.9	48.7
C26	Electronic, Computer & Optical Products	46.3	46.7	47.7	48.2	47.6	46.6	47.2	46.6
C29-30	Transport Equipment	50.7	47.7	48.8	49.4	48.4	48.9	49.1	48.7
	Other Manufacturing Industries	47.4	46.9	47.7	48.0	46.9	46.3	46.7	46.5
F41-43	CONSTRUCTION	50.0	48.1	49.8	50.5	49.3	49.7	49.7	49.7
G-U	SERVICES	42.9	42.5	42.5	42.3	42.6	42.6	42.0	42.3
G46-47	WHOLESALE AND RETAIL TRADE	42.9	42.7	42.4	42.5	42.1	42.1	42.2	42.2
G46	Wholesale Trade	43.2	43.1	42.7	42.7	42.5	42.2	42.5	42.5
G47	Retail Trade	42.1	41.9	41.7	41.8	41.3	41.6	41.6	41.6
H49-53	TRANSPORTATION AND STORAGE	45.5	45.1	45.4	45.2	45.6	46.1	44.4	45.3
H49,5221	Land Transport & Supporting Services	46.1	46.6	46.7	46.0	47.5	46.9	45.5	47.0
H50,5222,5225	Water Transport & Supporting Services	44.7	44.4	45.1	45.3	44.9	44.8	44.0	44.8
H51,5223	Air Transport & Supporting Services	44.5	42.6	43.0	42.7	43.4	45.1	41.2	42.7
	Other Transportation & Storage Services	46.2	45.7	46.0	46.1	45.8	46.9	45.8	45.8
I55-56	ACCOMMODATION AND FOOD SERVICES	41.8	40.9	40.5	40.1	40.5	40.7	40.5	40.6
I55	Accommodation	45.7	44.2	44.7	44.3	45.3	45.0	45.3	44.9
I56	Food & Beverage Services	41.0	40.4	39.7	39.4	39.7	40.0	39.8	40.0
J58-63	INFORMATION AND COMMUNICATIONS	41.6	41.5	41.4	41.6	41.1	41.2	41.0	41.1
J58-61	Telecommunications, Broadcasting & Publishing	41.7	42.0	41.3	41.3	40.7	41.0	40.7	40.5
J62-63	IT & Other Information Services	41.6	41.2	41.5	41.8	41.3	41.2	41.1	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.6	41.3	41.7	41.0	43.2	43.3	39.7	41.2
K64 & 66 (excl.662)	Financial Services	41.8	41.5	41.9	41.1	43.6	43.6	39.6	41.3
K65 & 662	Insurance Services	40.2	40.2	40.2	40.1	40.1	40.2	40.6	40.5
L68	REAL ESTATE SERVICES	44.2	43.6	43.4	43.4	43.3	43.2	43.3	42.8
M69-75	PROFESSIONAL SERVICES	42.9	42.4	42.4	42.3	42.4	42.8	42.6	42.2
M69-70	Legal, Accounting & Management Services	40.9	40.9	40.9	40.8	40.8	40.8	40.9	40.7
M71	Architectural & Engineering Services	46.0	44.9	45.3	45.0	45.3	46.5	45.9	45.3
	Other Professional Services	41.9	42.4	42.0	42.3	41.7	41.6	41.1	41.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	45.3	44.8	44.3	44.5	44.0	43.7	43.2
N80	Security & Investigation	51.3	49.6	47.9	48.6	47.2	46.7	46.3	46.9
N81	Cleaning & Landscaping	44.4	43.9	44.4	44.3	44.5	44.5	44.0	44.9
	Other Administrative & Support Services	44.6	44.0	42.8	41.3	42.1	41.2	41.3	38.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.7	41.7	41.7	41.8	41.8	41.8	41.9
O84,P85	Public Administration & Education	41.3	41.4	41.4	41.4	41.3	41.3	41.2	41.3
Q86-88	Health & Social Services	41.9	42.0	42.1	42.3	42.3	42.3	42.2	42.3
R90-93	Arts, Entertainment & Recreation	43.8	43.3	42.8	43.6	43.3	42.9	43.9	44.3
S,T,U	Other Community, Social & Personal Services	42.4	41.3	40.5	40.2	41.1	41.3	40.8	41.8
A,B,D,E	OTHERS*	45.1	45.0	45.2	44.9	45.4	45.2	44.9	45.1

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the June 2022 figures, following clarifications with survey respondents.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2020)		Hours								
		2019	2020	2021	2021		2022			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		2.7	2.0	2.5	2.6	2.4	2.5	2.4	2.4	
C10-32 MANUFACTURING		5.1	4.2	5.3	5.7	5.0	4.9	4.9	4.6	
C10-12	Food, Beverages & Tobacco	3.3	2.8	3.6	4.5	3.3	2.6	2.7	2.9	
C17,18,22	Paper / Rubber / Plastic Products & Printing	4.3	3.9	5.5	5.4	6.2	6.0	6.2	5.1	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.3	2.2	2.6	3.5	2.6	2.2	2.2	2.3	
C25,28	Fabricated Metal Products, Machinery & Equipment	6.3	4.9	6.5	6.5	6.2	6.3	5.9	5.7	
C26	Electronic, Computer & Optical Products	4.0	4.4	5.4	5.6	5.3	4.6	4.9	4.1	
C29-30	Transport Equipment	7.3	4.5	5.7	6.5	5.2	5.9	6.1	6.1	
	Other Manufacturing Industries	5.0	4.9	5.7	6.1	4.9	4.5	4.6	4.2	
F41-43 CONSTRUCTION		6.1	4.3	6.0	6.8	5.5	6.3	6.3	6.3	
G-U SERVICES		1.5	1.2	1.2	1.2	1.3	1.4	1.1	1.2	
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.3	1.3	1.2	1.1	1.0	1.1	1.1	
G46	Wholesale Trade	1.3	1.2	1.3	1.2	1.2	1.0	1.1	1.1	
G47	Retail Trade	1.7	1.5	1.2	1.3	1.0	1.2	1.1	1.1	
H49-53	TRANSPORTATION AND STORAGE	2.7	2.4	2.9	2.9	3.1	3.8	2.7	2.9	
H49,5221	Land Transport & Supporting Services	3.7	3.8	4.3	4.0	4.5	4.1	3.4	4.5	
H50,5222,5225	Water Transport & Supporting Services	2.2	2.0	2.4	2.6	2.1	2.2	2.1	2.1	
H51,5223	Air Transport & Supporting Services	1.4	0.5	1.0	0.6	1.6	3.6	1.1	0.5	
	Other Transportation & Storage Services	3.0	2.7	3.3	3.7	3.6	4.6	3.5	3.5	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.3	1.3	1.3	1.5	1.4	1.4	1.4	
I55	Accommodation	2.3	0.7	1.4	1.1	1.8	1.8	2.2	2.1	
I56	Food & Beverage Services	1.9	1.4	1.3	1.4	1.4	1.3	1.3	1.3	
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.2	0.2	0.3	0.2	0.2	0.2	0.3	
J58-61	Telecommunications, Broadcasting & Publishing	0.3	0.3	0.2	0.3	0.2	0.3	0.3	0.5	
J62-63	IT & Other Information Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.4	0.2	0.5	0.1	1.5	1.6	0.1	0.1	
K64 & 66 (excl.662)	Financial Services	0.5	0.2	0.5	0.1	1.7	1.8	0.1	0.1	
K65 & 662	Insurance Services	0.1	0.1	0.1	-	0.1	0.1	0.1	0.1	
L68	REAL ESTATE SERVICES	1.7	1.0	1.2	1.2	1.3	1.3	1.4	1.3	
M69-75	PROFESSIONAL SERVICES	1.4	0.9	1.1	1.0	1.0	1.4	1.3	1.1	
M69-70	Legal, Accounting & Management Services	0.3	0.2	0.2	0.2	0.2	0.2	0.3	0.2	
M71	Architectural & Engineering Services	3.4	2.4	2.7	2.4	2.8	3.8	3.4	2.7	
	Other Professional Services	0.6	0.6	0.9	1.2	0.5	0.6	0.5	0.6	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.2	3.5	3.3	3.4	3.0	3.1	3.1	3.5	
N80	Security & Investigation	10.1	7.9	6.6	7.5	5.6	5.8	5.5	6.1	
N81	Cleaning & Landscaping	2.6	2.2	2.6	2.8	2.5	2.6	2.4	3.3	
	Other Administrative & Support Services	2.1	1.8	1.8	1.4	1.4	1.6	2.1	1.9	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.3	0.3	0.3	0.3	0.3	0.4	0.4	
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	
Q86-88	Health & Social Services	0.5	0.4	0.5	0.5	0.4	0.4	0.5	0.5	
R90-93	Arts, Entertainment & Recreation	1.1	0.9	0.9	1.0	1.1	1.1	1.4	1.6	
S,T,U	Other Community, Social & Personal Services	1.2	0.6	0.6	0.7	0.6	0.6	0.6	0.5	
A,B,D,E OTHERS*		2.6	2.4	2.7	2.4	2.8	2.6	2.6	2.4	

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 3) Data are revised at the industry level to reflect updates in industry classification of firms based on SSIC 2020. Revisions have also been made to the June 2022 figures, following clarifications with survey respondents.

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents obtained from the survey with non-resident employment data compiled from administrative records.¹

Concepts and Definitions

Unemployed persons refer to persons aged 15 years and over who did not work but were actively looking and available for work during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

Unemployment rate is defined as the percentage of unemployed persons to the labour force (i.e. employed and unemployed persons) aged 15 years and over.

Long-term unemployed persons refer to persons aged 15 years and over who have been unemployed for 25 weeks or more.

Long-term unemployment rate is defined as the percentage of long-term unemployed persons to the labour force.

Uses and Limitations

The unemployment rate is probably the best-known measure of the labour market. It measures unutilised labour supply and is useful in the study of the economic cycle as it is closely related to economic fluctuations.

Unemployment can have frictional, cyclical and structural elements. As it takes time for job seekers and employers to find a match, there is always a certain level of frictional unemployment due to people changing jobs and from new entrants looking for work for the first time. Unemployment can also be structural e.g. arising from a mismatch between the job seekers and the job openings available. With structural unemployment, even if job vacancies and job seekers coexist in the labour market, they may not be matched over a long period of time. Finally, unemployment can be cyclical. This occurs when there is a general decline in demand for manpower as aggregate demand for goods and services falls in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to

¹ Population figures for each quarter will be finalised in the next quarter. Unemployment data are therefore subject to the latest available population estimates.

increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

Unemployment rates by specific groups, defined e.g. by age and educational attainment are useful in identifying groups of workers most vulnerable to unemployment.

Release Schedule

From July 2020, top-line unemployment rates for overall, residents, and citizens for the month will be released on a monthly basis by the first week of the month after next. This availability of top-line unemployment rates on a monthly basis will enable us to detect shifts in the employment situation in a more timely manner. The information will be made available on the Ministry of Manpower's statistical portal <https://stats.mom.gov.sg>.

Additional breakdown on unemployment by profile e.g. age, education, will continue to be made available in the Labour Market Reports released at the end of every quarter. This is because variations in the profile of the unemployed are unlikely in the short term.

Data Quality

To ensure data quality, the Department analyses each survey response to identify and resolve inconsistencies that may suggest an inaccurate response. A response rate of at least 85% is achieved for the monthly labour force survey so as to ensure the sample retains its representativeness.

Seasonal Adjustment

The unemployment time series are influenced by seasonality – periodic fluctuations due to recurring calendar-related events such as holidays, and the beginning and end of school terms. Seasonal adjustment removes the influences of these fluctuations and allows users to derive a more meaningful analysis of the trends in a data series, especially for those with strong seasonal patterns.

The seasonally adjusted figures are derived using X-12 ARIMA program which removes seasonal influences in the data series. To ensure a more accurate reflection of seasonally adjusted figures, concurrent seasonal adjustment is also being done and the latest information available will be incorporated.

Revisions

In order to present timely data at the highest frequency, the monthly unemployment figures are subjected to revisions when the latest population figure becomes available or when the seasonal factors are updated with the latest data.

Employment

Source

Primarily from administrative records. The self-employed component is estimated from the Labour Force Survey.

Coverage

Employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes men who are serving their 2-year full-time national service liability in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of resident employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors, defined as resident employees who have at least one CPF contribution paid for him/her. A resident employee is a Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every resident employee and his/her employer are required to make monthly contributions to the CPF. The CPF is a compulsory savings scheme that provides workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

Data on non-residents working in Singapore are compiled from administrative records of non-residents on valid work passes issued by the Ministry of Manpower. Non-residents can work in Singapore only if they have valid work passes issued by the Ministry of Manpower.

The number of self-employed residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

Concepts and Definitions

Employment change refers to the change in the number of persons who are in employment, derived by taking the difference in the employment level (i.e. number of employed persons) at the end of the reference period compared with the end of the preceding period. A positive change refers to the additional number of persons who are in employment, while a negative change refers to the decline in number of persons in employment.

Uses and Limitations

Analysis of employment change over time helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers. In particular, the breakdown of employment by industry helps identify sectors where employment is growing or falling.

Conceptually, the change in employment over the reference period is the difference between people entering and exiting employment during the period. Users should not mistake an increase in employment as gross job creation i.e. the increase in employment in expanding establishments only.

Retrenchment

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Retrenchment refers to

- i) termination of permanent employees due to redundancy; and
- ii) early termination of term contract employees due to redundancy.

In the public sector, it includes those who left service under the Special Resignation Scheme².

Uses and Limitations

Data on retrenchment are useful in the analysis of re-structuring or ailing industries.

The number of retrenched persons (flow) should not be confused with persons unemployed (stock). Not all retrenched persons will be unemployed as some will re-enter into employment or decide to leave the labour force. If the persons have not found a new job and are actively looking and available for work, they join the pool of unemployed.

Re-entry into Employment

Source

Labour Market Survey and derived based on data from administrative records

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or underwent training while looking for a job.

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. Quarterly re-entry rate measures the proportion of residents who are in employment in the reference quarter, six months after retrenchment. For example, the re-entry rate for the first quarter of 2021 shows the proportion of residents retrenched in the third quarter of 2020 who had re-entered employment six months after retrenchment. Annual re-entry rate measures the proportion of residents who are in employment in the reference year, six months after retrenchment. For example, the 2021 re-entry rate pertains to residents retrenched from 3Q 2020 to 2Q 2021, who had re-entered employment by 2021 (six months after retrenchment).

Residents refer to Singapore Citizens and Permanent Residents.

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. It allows us to identify vulnerable workers who find it difficult to secure re-entry into employment after layoff.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other

² The Special Resignation Scheme (introduced in April 1988) allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on administrative records do not capture workers who went into self or informal employment or underwent training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Job vacancy refers to the number of unfilled posts which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers or promotions.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing job applicants.

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total number of job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy is estimated based on the assumption that private sector establishments with less than 25 employees have the same vacancy rate as private establishments with 25-49 employees. Estimates on the total number of unemployed persons are obtained from the Labour Force Survey.

Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Average monthly recruitment rate during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Average monthly resignation rate during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Total paid hours worked refers to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

Standard hours worked refers to the number of hours, excluding meal breaks worked by an employee during a normal working week.

Paid overtime hours worked refers to the number of hours worked by an employee during a week in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which "time-off" was granted instead of wage payment.

Uses and Limitations

Data on paid total and overtime hours worked are used as a gauge of the level of economic activities and working conditions of the various industries. The data can also be used for social studies on family and community life.

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked from the mid-year Comprehensive Labour Force Survey.

Reliability of Data

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Sep 22	67,400	2,600	3.8%	62,300	72,500
Resident Unemployment Rate	Sep 22	2.8%	0.11%-pt	3.8%	2.6%	3.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 22	2.7%	0.04%-pt	1.3%	2.7%	2.8%
Average Monthly Resignation Rate	3Q 22	1.7%	0.02%-pt	1.0%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 22	2.4	0.04	1.5%	2.4	2.5

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Force In Singapore 2022	26-31 Jan 2023*
Labour Market Advance Release 2022	30-31 Jan 2023*

PAST ...

Labour Market Report Third Quarter 2022	15 Dec 2022
Labour Force In Singapore Advance Release 2022	1 Dec 2022
Labour Market Advance Release Third Quarter 2022	28 Oct 2022
Labour Market Report Second Quarter 2022	14 Sep 2022
Labour Market Advance Release Second Quarter 2022	29 Jul 2022
Singapore Yearbook Of Manpower Statistics 2022	30 Jun 2022
Labour Market Report First Quarter 2022	17 Jun 2022

More releases are available online @ <https://stats.mom.gov.sg>
You may also subscribe to our email alert for the latest releases



**The actual date of release will be indicated at least a week before the scheduled publication date.*

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT THIRD QUARTER 2022

1. How would you rate this publication in terms of :

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

3. How do you find the length of the report?

Too detailed Just right Too brief

4. Overall, how would you rate this publication?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What additional information (if any) would you like us to include in our future issues?

6. Any other comments or suggestions you wish to bring to our attention?

Thank you for your valuable feedback

Name : _____ Designation : _____

Name and address of organisation : _____

Please return the above to :

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore
Fax : 6317 1804
Email : mom_rsd@mom.gov.sg